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CENTRAL PUBLIC SERVICE COMMISSION

ANNUAL REPORT FOR THE YEAR 1963

SECTION I

MR. PRESIDENT

In pursuance of Article 189 of the Constitution of the Republic of Pakistan, 1962, the Central Public Service Commission have the honour to present their Annual Report along with its memoranda for the year, 1963.

PERSONNEL OF THE COMMISSION

2. Col. A. S. B. Shah, Chairman of the Commission, on completion of his term of five years, retired on 14th June, 1963. Mr. K. A. Huque, SQA.,P.S.P., Chief Secretary to the Government of East Pakistan took over as Chairman on 15th June, 1963.

3. Mr. A. H. M. S. Doha, P.S.P., a retired Inspector General of Police, East Pakistan, joined as Member on 5th April, 1963.

4. Mr. Muhammad Akram, Member expired suddenly on 14th December, 1963. The Commission wish to place on record their profound grief at his sad and untimely death and pray to God that his soul may rest in peace.

5. The following Members continued in office throughout the year under report :—

(i) Mr. A. F. M. Abdul Haq.

(ii) Mr. Ata Mohammad Noon.

STAFF OF THE COMMISSION

6. Mr. M. S. H. Quraishi continued as Secretary to the Commission throughout the year under report.

7. Mr. Agha Iftikhar Hossain, one of the Assistant Secretaries of the Commission who was sent to France on French Scholarship for training in Public Administration, continued his training there which was extended upto 31st October, 1963. Mr. A. A. Usmani continued to officiate as Assistant Secretary in the vacancy of Mr. Agha Iftikhar Hossain.

8. The additional post of Assistant Secretary sanctioned for 3 months was filled on 25th October, 1963, by promotion of Mr. I. H. Alvi, one of the permanent Superintendents of the Commission.

9. The post of the Supervisor of the Commission's examinations sanctioned for the Lahore Centre, *vide* paragraph 16 of the previous report, remained unfilled because the person selected for appointment to the post asked for the maximum pay in the scale 250—25—450 in addition to the pension he was drawing as a retired officer of the West Pakistan Government. Further the person concerned was about to

attain the age of 65 years and his further employment was not possible after his attaining that age limit. The Commission felt that the pay scale of Rs. 250—450 was too low to attract the right type of person for the very responsible job of handling and conducting the Commission's *examinations.* The Commission therefore proposed for the creation of *a Class I post of* Supervisor of the Commission's examinations for each of the two centres at Lahore and Dacca. The Government's sanction was not received till the close of the year under report.

Psychological Section :

10. A beginning has been made by the appointment of two Junior Psychologists and three Testers out of the staff sanctioned for the Section. These Junior Psychologists were sent to the I.S.S.B., Kohat, and the G. H. Q., Rawalpindi, to receive practical training which concluded in November, 1963.

11. The two posts of Senior Psychologists were advertised four times but everytime the advertisement failed to attract the right type of persons mainly due to the inadequacy of the pay scale. The Commission have been urging on the Government the need for raising the pay scale of the post so that persons of the experience and status of a University Head of a Department could be attracted.

12. Negotiations are going on for the employment on contract of an eminent British Psychologist who is expected to take over as Chief Pschologist of the Commission by October, 1964.

13. Of the staff sanctioned for the Psychological Section but remaining unfilled so far, details are given at Appendix "A".

Educational Consultant :

14. On the result of the interviews held in December, 1962 as reported in paragraph 22 of the Commission's Report for 1962, the Commission selected Khawaja Manzoor Hosain, Secretary, Inter-University Board of Pakistan for the post of Educational Consultant and an offer of appointment was duly made to him. But he was not available as in the meantime he got an extension of his term in the Board. The Commission then selected Mr. K. A. F. M. Abul Quasem, Deputy Director of Public Instruction, Government of East Pakistan. Mr. Quasem asked for time and is expected to join in February, 1964.

Research Branch :

15. As stated in the Commission's previous report, the Research Branch started to function with two Research Officers and two Statistical Assistants a year ago, and it has been since conducting research on various aspects of competitive examinations, recruitment and allied matters falling within the purview of the Commission. The Branch has completed its preliminary investigation in the Commission's scheme for categorisation of *ad hoc* posts and standardisation of qualifications with a view to bringing about improvement in the existing recruitment procedure and also for the integration or absorption, as the case may be, of all such posts into regular services with uniform qualifications, pay-scales and methods of recruitment.

The Branch has also made some useful study of age, qualifications, number of attempts, choice of subjects etc., of the candidates in relation to their success in the Central Superior Services Examination. These are discussed in paras. 22 to 27.

RE-ORGANISATION OF THE COMMISSION'S OFFICE.

16. The reorganisation scheme of the Commission's Office as reported in para. 23 of the last Report was considered and approved by the Standing Organisation Committee on 4th December, 1963.

17. The strength of the existing staff of the Commission is given at Appendix "B".

ACCOMMODATION.

18. The proposal of the Commission made last year for the purchase of the building at 109, College Road, Lahore, was not agreed to by the Ministry of Finance. Efforts are now being made to acquire a plot of land at Lahore for construction of permanent office building for the Lahore Centre.

19. The Members of the Commission continued to experience a great deal of inconvenience in finding suitable residential accommodation during their tours particularly at Dacca. Efforts were still being made to get two rooms of the Branch Office building at 507-A, Dhanmandi, Dacca, furnished through the Pak. P. W. D. to provide residential accommodation for the Members as has been done at Lahore.

20. *Receipts and expenditure.*

	Rs.
Receipts	98,900
Expenditure	11,48,500
Pay of Officers	2,91,700
Pay of Establishment	4,43,100
Allowances and Honoraria	1,65,900
Other Charges	2,43,800
Charges in England	4,000
	11,48,500

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SECTION II.

RECRUITMENT THROUGH COMPETITIVE EXAMINATIONS.

(i) Central Superior Services Examinations.

GENERAL.

21. During the year under report, the number of applicants stood at 1,639 as against 1,135 of the previous year showing thus an increase of roughly 44.4 per cent.

22. In the scale of candidates' preference for various services, Civil Service of Pakistan continued to occupy a leading position, followed by the Foreign, Police and Accounts Services in that order.

AGE

23. The Commission made a study of the relationship between age and success in the Central Superior Services Examination. The following figures illustrate the position for the years 1951—1961:—

Age	Finally qualified	% in relation to total qualified, 1,550=100
21	230	14.84
22	390	25.16 }
23	507	32.71 } =81.36
24	364	23.49 }
25	50	3.23
26	5	0.32
27	2	0.13
28	1	0.06
And age not known	1	0.06
	1,550	100.00

The above figures show that the rate of entry is the highest *i.e.*, 81.36% in the age groups between 22 to 24. The Commission had had the occasion to consider the demands on the one hand to lower the minimum age limit and on the other to raise the upper age limit. It has been felt that in view of the growing complexity of the public services, and the increasing demand even on the junior administrators to take prompt decisions in important matters, it is absolutely necessary to induct into the services persons who have already attained reasonable academic and intellectual maturity. This cannot be achieved if persons just graduating from the Universities get into the superior services. The minimum age limit should therefore have to be so kept as not only to ensure the

availability of fresh minds to the services but also to afford the candidates inducted into the services a reasonable opportunity of acquiring post graduate degrees. The following figures show the high percentage of candidates with Master's degree, taking the Central Superior Services Examination :—

	1961	1962
Master's	72.0	69.0
Bachelor's (Hons)	1.7	0.3
Bachelor's (Pass)	26.3	30.7
	100.00	100·00

For this reason and also because the figures have shown the most effective age of success as being between 22 to 24, the Commission came to the view that it would not be in the interest of the Superior Services of the country to induct people below the age of 21. As regards the upper age limits the figures show a steep fall in the rate of success, to 3.23% at 25 and to insignificant figures beyond that age. The Commission therefore after careful consideration advised the Government to reduce the upper age limit from the existing 25 to 24. The usual relaxation in favour of the backward areas and communities etc., would however continue. It might be of interest to note that in the United Kingdom the age limits for entry into the Administrative Grades are 20—22½.

NUMBER OF ATTEMPTS.

24. The Commission also analysed the relationship between the number of attempts made by the candidates and success in the Central Superior Services Examination. The following figures show the position :—

Attempts	1959	1960	1961	1962	Average of four years	
Ist	69.0	81.1	69.49	54.79	68.60	92.95
2nd	24.6	16.8	22.03	33.99	24.35	
3rd	5.9	2.1	7.63	9.90	6.38	
4th	0.5	0	0.85	1.32	0.67	

According to these figures the rate of success in the first two attempts is as high as 92.95% and then in the subsequent attempts it tapers into insignificance. These figures indicate that it would meet the requirement of the services if the number of attempts was restricted to only two. The Commission have however suggested to limit the number of attempts which at present is not restricted except by age, to three.

PERFORMANCE OF CANDIDATES

35. Various opinions have been expressed regarding the quality of the candidates being inducted into the Public Services. It is true that in the years immediately following Partition, the quality of the average entrant into the Public Services went down mainly because of the abrupt increase in the number of vacancies thrown open to recruitment. A number of Universities which were recently opened were still struggling to find their feet and reach the academic standards of the older Universities. This initial phase is nearly over and the position has been greatly stabilised. The Commission have examined the question whether the average standard of the candidate entering into the Public Services has been rising or falling. It is important to note that the number of candidates applying for admission to Government jobs has been progressively increasing. The number of candidates taking the Central Superior Services Examination has been as follows :—

Year	Number of candidates taking Central Superior Services Examination
1951	417
1952	486
1953	385
—	—
1961	771
1962	854
1963	1,240

This progressive increase in the number of candidates itself is to a certain extent an indication of the growing intensity of the competition. The performance of the candidates in the written part of the Central Superior Services Examination has been as follows :—

Year	Number of candidates finally qualified	Number of candidates securing 60% or more in written part	Number of candidates securing 50-60% in the written part
1950 ..	125	2	35
1951 ..	67	2	19
1952 ..	54	2	26
1953 ..	63	2	30
—	—	—	—
1961 ..	118	3	64
1962 ..	303	20	124

The figures show a definite improvement in the performance of the candidates in the Central Superior Services Examination.

26. The Commission has also examined the rate of success in the Central Superior Services Examination in relation to the Division obtained by the candidate in the University. In the written part of the examination the 1st Divisioners have been showing a much better performance than the others as is indicated by the following figures :—

	1959		1960		1961	
	Total appeared	%qualifying	Total appeared	%qualifying	Total appeared	%qualifying
1st Division	44	68.2	59	72.9	45	64.4
2nd Division	362	56.9	508	59.8	365	43.3
3rd Division	382	28.5	464	38.8	361	19.1

The lead of the candidates with higher Divisions was however not maintained to the same extent in the *Viva Voce* test as will appear from the following figures :—

	1959		1960		1961	
	Appeared in the *viva voce*	% qualifying	Appeared in the *viva voce*	% qualifying	Appeared in the *viva voce*	% qualifying
1st Division	30	40.0	42	61.9	27	63.0
2nd Division	201	58.7	283	70.3	156	47.4
3rd Division	105	54.3	175	58.3	70	38.6

In the overall written examination, *Viva Voce* and phychological tests, the Second Divisioners are almost at the same level with the 1st Divisioners but the performance of the 3rd Divisioners has been poor as indicated by the following figures :—

	1959		1960		1961	
	Total number appeared in the examination	Percentage of finally qualified	Total number appeared in the examination	Percentage of finally qualified	Total number appeared in the examination	Percentage of finally qualified
1st Division	44	27.3	59	44.1	45	40.0
2nd Division	362	32.6	508	39.1	365	20.3
3rd Division	382	14.9	464	22.0	361	7.2

27. As regards the educational background of the Central Superior Services candidates, a large proportion of them have received their education in humanities and social sciences. The size of those with degree in general or natural sciences is comparatively small. However, the previous fields of training, either in Arts, Science or Commerce, seem to have little impact on the relative performance of the candidates as classified into each such faculty group.

28. Some details on various aspects of the Central Superior Services Examination are given at Appendix "N" (I-VII).

SYLLABUS OF THE CENTRAL SUPERIOR SERVICES EXAMINATION

29. The Commission had an opportunity of discussing the cyllabi of the Central Superior Services Examination with the Vice Chancellors of Pakistani Universities at Peshawar on 29th and 30th April 1963 and are grateful for the invaluable advice the Vice Chancellors gave in the matter. The syllabi of the Central Superior Services Examination were then finalised in the Commission and the decisions were communicated to the Establishment Division on 20th November, 1963.

STANDING EQUIVALENCE COMMITTEE.

30. As reported last year, the Inter-University Board of Pakistan set up a Standing Equivalence Committee to give advice on questions of equivalence of foreign degrees and diplomas referred to it. The Commission is represented in this Committee by their Member, Mr. A. F. M. Abdul Haq, M.A., Dip. Ed. (Leeds).

Central Superior Services Examination 1962 :

31. The result of the written part of the Central Superior Services Examination, 1962, was announced on 5th February, 1963. This was followed by psychological and *Viva Voce* tests of the qualified candidates conducted at different centres (including London) on different dates. As in the preceding years, the Commission had to utilise the services of an Army Psychologist for organising and conducting Psychological Tests. The final result was communicated to Government on 12th June, 1963.

32. Out of 406 candidates who appeared for the *Viva Voce* Tests, 303 qualified finally for appointment to 178 posts (126 Class I posts and 52 Class II posts). The vacancies in Class I also included 20 vacancies in Section Officers' grade (18 for East Pakistan and 2 for Sind|N.-W.F.P. etc.) carried over from the previous year. The 52 vacancies in Class II included 36 vacancies in the grade of Assistant Income Tax Officers which were reoprted to the Commission subsequently. Also included in these 52 vacancies were 4 vacancies (2 for East Pakistan and 2 for Sind|N.-W.F.P. etc. quota) in the Pakistan Postal Superintendents' Service Class II carried over from the previous year. The unfilled vacancies carried over from the previous year both in Class I and Class II services were allocated to the provinces to which they initially belonged. The remaining vacancies *i.e.,* 106 vacancies in Class I Services were distributed in accordance with the recruitment policy of the Government of Pakistan as incorporated in para 1 and 2 of Appendix IV of the Commission's Notification No. F. 2|1|62-E. II, dated the 23rd June, 1962 relevant to the Examination.

33. In distributing the vacancies between the various quotas, fractions had to be rounded off. This presented some difficulty particularly when two or more units got equal fractions or when in the process of rounding off, a particular unit got more in the total than was due to it. The Commission therefore felt it necessary to lay down certain precise formula which could bring about an adjustment in due course, of the gains and losses incurred by the various units in the process of rounding off their individual shares. The Commission therefore decided to adopt the following method of rounding off the fractions :—

(1) A statement of the total number of vacancies in all Class I services as well as of the actual share of each of the following units should be worked out every year in accordance with tht Government's Recruitment Policy :—

(i) Merit.

(ii) East Pakistan.

(iii) West Pakistan.

(a) Punjab|Bahawalpur.

(b) Sind|N.-W.F.P., etc.

(c) Karachi.

(2) The fractions would then be rounded off to the nearest whole number checking the figures vertically as well as horizontally in the statement so that the distribution of the vacancies in respect of a unit, both in the individual services as well as in the overall total, conformed to its legitimate share as fixed under the Government's Recruitment Policy.

(3) An accurate account of the debits and credits resulting from the process of rounding off the fractions of each unit should be maintained. These debits and credits will be carried forward and adjusted by merging the same in the shares of the individual units in the vacancies of the next year.

(4) The adjustments will be mainly in respect of :

(i) Civil Service of Pakistan.

(ii) Total Class I vacancies including those of Civil Service of Pakistan.

(5) In the rounding off, the higher fractions will get preference until the share due to a particular unit has been satisfied.

34. The Commission had advised the Central Board of Revenue that direct recruitment to the newly created Class II Service of Assistant Income Tax Officer should be made through the Central Superior Services Examination. The Central Board of Revenue having accepted this advice 36 candidates were recommended for appointement on the result of the Central Superior Services Examination, 1962.

35. The Commission were not in receipt of full information regarding the appointments made by Government on the results of the Central Superior Services Examination, 1962, in different Services till the close of the year.

Central Superior Services Examination, 1963 :

36. The Examination for 1963 was announced on 26th June, 1963. The written examination commenced on 21st October, 1963 and concluded on 27th November, 1963.

37. Further information on the Central Superior Services Examinations of 1962 and 1963 is given in a tabular form at Appendix " N " (VIII).

Selection of Armed Forces Officers to the Civil Service of Pakistan :

38. In January 1960, it was decided by the Government of Pakistan to recruit to the Civil Service of Pakistan 5 young armed forces officers on an annual basis. The Ministry of Defence were to furnish to the Commission a panel of 30—50 eligible officers of not more than 26 years of age, preferably with experience of the Frontier. During the year under review, only 3 names were furnished and the Commission were asked to make selection out of them. The Commission found only one of them suitable and recommended him, accordingly, for appointment to the Civil Service of Pakistan.

39. Last year when only 16 names had been referred, the Commission had felt handicapped by the inadequacy of the number of candidates for a proper and reasonable selection and they had accordingly brought the matter to the notice of the Establishment Division. The Commission found themselves in a much more difficult position this year is being called upon to make the selection from among 3 candidates only. This compared very unfavourably with the general recruitment to the Civil Service of Pakistan, in which the selection was made from among 300 candidates who had established their competence in an open competition on an all Pakistan basis.

(ii) OTHER EXAMINATIONS :

Survey of Pakistan (Class II).

Service Examination, 1961.

40. As stated in our earlier report, the Commission recommended 8 candidates against 9 vacancies. All the 8 candidates recommended by the Commission have since been appointed by the Government.

Survey of Pakistan (Class I and II).

Services Examination, 1963.

41. No examination could be held in 1962 because of delay in finalising the rules. This Examination was therefore announced on 3rd April, 1963 and the Rules for the Examination, syllabus, etc., were published after incorporating the latest amendments. The written portion of the Examination was held at Dacca, Rawalpindi and Karachi from 1st July, 1963. [Appendix N (VIII)].

Ministerial Services Examination " A " (for Assistants|Upper Division Clerks).

42. On the introduction of the Section Officers Scheme in the Central Secretariat in 1959, the Establishment Division advised the Commission that no examination for recruitment of Assistants|Upper Division Clerks

should be held until further instructions. Since then no further instructions have been received in this respect and thus no examination for the above category of Government employees was held by the Commission during 1963.

Ministerial Services Examination "B" (for Lower Division Clerks).

43. Since the implementation of the Section Officers scheme in the Central Secretariat, the Central Public Service Commission have not been asked by the Government to hold any examination for recruitment of Lower Division Clerks.

44. As stated in para. 58 of our last Report, the result of the Ministerial Services Examination "B" held in April, 1959, which was kept in abeyance under instructions from the Government was announced in March, 1963. Out of 2268 candidates who had appeared only 576 qualified. The dossiers of the qualified candidates were forwarded to the Government for nomination. The result of the employees of the A.F.H.Q., for whom the examination was treated as qualifying examination was communicated to the Ministry of Defence in Jannuary, 1962. Out of 469 candidates of the A.F.H.Q., 124 only had qualified.

Ministerial Services (Stenographers) Examination:

45. As reported last year, the result of the competitive examination for recruitment of Stenographers held in September, 1962 was announced in March 1963. Only 141 candidates out of a total of 652 succeeded in the Examination against 70 vacancies. The Commission accordingly recommended 70 candidates for appointment.

Ministerial Services (Stenotypists) Examination:

46. No examination was held in the year under review as amendment to the relevant rules was not finalised when the year ended.

47. Details of Ministerial Services Examinations are given at Appendix N (IX).

(iii) CENTRAL ENGINEERING SERVICES RECRUITMENT, 1960.

48. 78 candidates as mentioned in the last year's Report were finally recommended for appointment against vacancies in various Central Engineering Services. The candidature of two was later cancelled as their Domicile claim was not accepted by the Establishment Division. The number of candidates actually appointed so far is 19 only. Information regarding the appointment of the remaining recommended candidates has not been received as yet.

SECTION III.

POST RECRUITMENT EXAMINATIONS :

(For candidates on probation in senior services).

Civil Service of Pakistan (FPO) Examination and Re-examination, 1963.

49. The Final Passing Out Examination and Re-Examination of 37 Civil Service of Pakistan Probationers (28 probationers of 1962 batch, 1 probationer of 1959 batch 4 probationers of 1961 batch, 3 Military Officers recruited on *ad-hoc* basis and one Azad Kashmir Probationer) was held at Lahore in May 1963. At the suggestion of the Establishment Division the Commission had agreed to raise the qualifying marks for passing the examination. The result which was communicated to the Establishment Division on 29-8-1963 on the basis of the raised qualification, was so poor that the Establishment Division requested for applying the same standard this year as for previous years. The Commission agreed and the revised results were being communicated to the Establishment Division.

Pakistan Foreign Service (FPO) and French Interpretership Examination and Re-examination, 1963.

50. The written portion of the Final Passing out and Interpretership Examination in French (including oral part thereof) of the Pakistan Foreign Service Probationers of 1960 batch was held at Karachi in June| July, 1963. All the 3 probationers were present. While two of the probationers came upto the required standard the 3rd failed in one subject.

51. The *Viva Voce* test of the above 3 probationers was held at Karachi on 5-7-1963 assisted by the Departmental representative. The qualifying mark for *viva voce* test was fixed at 40% of the Maximum. All the three probationers came upto the required standard. The result was communicated to Government on 29-8-1963.

52. The Re-examination of 2 Pakistan Foreign Service Probationers (Failures of previous batches (1954 and 1957) in French Interpretership was also arranged at the places of their posting. One Probationer failed and the other absented himself from the examination.

Police Service of Pakistan Probationers (FPO) Examination and Re-examination, 1962.

53. The result of the Final Passing Out Examination and Re-examination of 16 Police Service of Pakistan Probationers (14 probationers of 1961 batch, 1 probationer of 1959 and 1 probationer of 1960 batch) which was held in December, 1962 was communicated to Government on 25-3-1963. The result was as under :—

(a) Of the 14 Probationers of 1961 batch only two came up to the required standard.

(b) Of the two Probationers of previous batches (1959 and 1960), who were examined along with the Probationers of 1961 batch, only one Probationer qualified and the remaining one failed.

Police Service of Pakistan (Probationers) Final Passing Out Examination and Re-Examination, 1963.

54. Examination of 14 Police Service of Pakistan Probationers (6 Probationers of 1962 batch, 7 probationers of 1961 batch and 1 probationer of 1959 batch) was held in November, 1963. The result was yet not communicated to Government till the close of the year.

Finance Services Probationers (Final Passing Out) Examination and Re-Examination, 1962.

55. The result was communicated to Government on 20th August, 1963.

Finance Services Probationers (F.P.O.) Examination, 1963.

56. During the period under report, the Commission conducted in June 1963, Re-Examination of the Finance Services Probationers who had earlier failed in the Finance Services Probationers (Final Passing Out) Examination and Re-Examination of 1962. Of the 13 probationers who appeared at the Re-examination, 11 qualified.

Finance Services Probationers (F.P.O.). Examination, 1963.

57. The Commission held in November, 1963 the Final Passing Out Examination for Probationers who were selected on the results of Finance and Other Services Examination 1960 and Central Superior Services Examination, 1961. Of the 43 probationers, 41 appeared at this Examination. The probationers allocated for appointment to the Pakistan Taxation Service on the results of Finance and Other Services Examination, 1960, were exempted from appearing in "Book-keeping and Accountancy" paper. The Advisory Committee of the Finance Services Academy had decided earlier without consultation with the Commission that as this subject was taught at the Department administratively concerned with the Pakistan Taxation Service, the teaching of the same might not be repeated at the Finance Services Academy.

The Ministry of Finance informed the Commisson of the decision of the Advisory Committee only a few days before the commencement of the examination. As the subject was not taught at the Academy, the Commission had to exempt reluctantly the probationers from appearing in the subject :

Appendix N (X-XI) gives further information on the Finance and Other Services Probationers (F.P.O.) Examination, 1963.

Section Officers' Terminal Examination :

58. The syllabus for the Section Officers Terminal Examination which is scheduled to be held in January, 1964 at Rawalpindi and Karachi was finalised in consultation with the Establishment Division, the Secretariat Training Institute and the National Institute of Public Administration Karachi. The syllabus since printed was being supplied to the Section Officer probationers and arrangement for the conduct of the Examination was under way, when the year closed.

SECTION IV.

POST—RECRUITMENT TESTS

(For candidates serving in Junior Services)

Periodical Tests:

59. It was suggested by the Government that the Periodical Tests be held by the Commission for the following categories of staff of the Central Secretariat:

1. Superintendents and Assistants;
2. Assistant Private Secretaries and Personal Assistant to Ministers, Private Secretaries to Secretaries, and Stenographers;
3. Stenotypists;
4. Upper Division Clerks; and
5. Lower Division Clerks.

These tests were to be held regularly each year to enable them to draw their increments.

60. After examination, the Commission suggested certain amendments in December, 1962, to the policy relevant to the conduct of above tests. So far the Establishment Division had not informed the Commission about the holding or otherwise of these tests.

Proficiency Tests:

61. During the year, 26 Proficiency Tests for Stenographers|Stenotypists|Typists were conducted by the Commission at various Centres in the country. No tests were held in Dacca, as there were no candidates this year. No tests were also held in Pakistan Missions abroad.

Typewriting Tests:

62. Regular typewriting tests are conducted by the Commission for Assistants|Upper Division Clerks|Lower Division Clerks for the purpose of increment|confirmation. This year 94 such tests were conducted by the Commission at various Centres.

63. Since 1954, the Chief Administrative Officer, Ministry of Defence, Rawalpindi, had been conducting these tests on behalf of the Commission twice a year. Since January 1963, these tests were being held every month under the supervision of the Commission's own representative as the number of candidates for these tests at Rawalpindi had been rapidly increasing.

64. No typewriting tests were held in Pakistan Missions abroad during the year under report.

65. Further information on Proficiency and Typewriting tests held in 1963 is available at Appendix N (XII-XIII).

SECTION V.

AD HOC RECRUITMENT (BY INTERVIEW)

Pressure of Recruitment :

66. The number of services and posts, to which recruitment is made by this method, is so large that it keeps the Commission busy throughout the year. Details of the volume of work pertaining to recruitment by interviews, is given at appendices "C-F".

67. During the year the Commission had to deal with 524 recruitment cases including 197 of the previous years. Much head-way could not be made in the early days of 1963 as the Commission mainly remained busy with the *viva voce* tests of the Central Superior Service candidates from 18th February to 22nd May, 1963. There was also some set back due to the changes in the Members including Chairman of the Commission. In order to cope with the heavy work the Commission worked according to an extensive programme of interview. The Commission also constituted single Member Committees to dispose of interviews pertaining to Class II posts, assisted by Departmental Representatives as was done in the case of recruitment to Civil Aviation posts in 1962. The Commission also pursued their proposal to make the Secretary of the Commission as Member-Secretary, so that he could be associated with the interview work, particularly at Karachi. Necessary amendment to the Commission's Conditions of Service Regulations was still under consideration of the Government.

68. The Commission, during the period under review, called 2014 candidates for interview at different Centres *viz*; Karachi, Lahore, Abbottabad, Quetta, Dacca and Chittagong and finalised 220 cases. In 28 cases candidates were recommended from the "Reserve Lists" of the Commission (*vide* Appendix G).

Major Recruitment Cases :

69. The largest recruitment pertained to one signle department *i.e.* the Geological Survey of Pakistan. This consisted of recruitment to various Class I and Class II posts of Technical, Scientific and Administrative nature such as Geologists, Geophysicists, Senior Chemists, Drilling Engineers, Photogrammetrist, Stores Officer, Transport Officer, Curators, Head Surveyors, Deputy Director (Admn.) etc. In all there were 21 posts consisting of about 110 vacancies. Most of these posts had originally been advertised towards the end of 1962. But as the number of posts and vacancies increased on account of the expansion in Geological Survey of Pakistan, all the posts were re-advertised in June, 1963. In all 570 applications were received, the majority being from the employees of the Geological Survey of Pakistan. To facilitate the candidates and the Department, the Commission decided to interview the departmental candidates at Quetta. To further expedite the recruitments, the interviews were held by two Committees, working simultaneously, for Class I and Class II posts. The last interviews concluded in the middle of December, 1963. So within a period of 6 months, the Commission were able to finish the interviews of all the candidates for various posts in the Geological Survey of Pakistan at all the Centres.

70. The other major recruitment for one single Department during the year, related to the Planning Commission and consisted of 38 posts, having in all 49 vacancies, both in Class I and Class II. All the posts were duly advertised and a large number of applications received but at the request of the Government of East Pakistan, the closing dates for receipt of applications for these posts was extended till the end of December, 1963, to enable more candidates, particularly from East Pakistan, to apply.

71. Another important case, was recruitment to the post of Officer on Special Duty|Consultant, National Income Commission. As the Government was in a great hurry to fill this post, the Commission took special measures to advertise the post and to hold interviews immediately thereafter. They were thus able to finalise their recommendation within the short period of two months.

Where Difficulties Encountered :

72. There have been number of cases in which the Commission were not able to recommend any candidate or candidates upto the required number. The posts of Senior, Junior, and Assistant Architects in the Pakistan Public Works Department, Assistant Silviculturist in the Forest Institute; Readers and Lecturers in Civil|Electrical Engineering for the Military College of Engineering, Risalpur and Senior Psychologist for the Commission's own office, etc. may be cited as examples. To overcome the shortages for such highly technical posts the Commission have often been stressing the need for recruiting fresh candidates with basic academic qualifications and aptitude for the job in question and to provide adequate training to the selected candidates before they are posted on the job. In some cases the selected candidates are also to be sent abroad for training.

73. In some cases the failure of the advertisement was due to the scale of pay prescribed, which was too low to attract suitable candidates for the posts, as compared to the pay offered for similar posts by private organisations and autonomous bodies, etc. A case in point is recruitment to the posts of Senior Psychologist for the Commission's own Psychological Section (Appendix A).

74. To meet this pressing problems of recruiting the best possible talents to serve the Government, the Commission often take the course of recommending, where provided, advance increments on the existing pay scales for the deserving candidates. Appendix H enlists the cases in which higher initial starts were recommended during the year under review.

Need for Framing Comprehensive Service Rules :

75. Apart from the inadequacy of facilities for specialised and technical training and of pay, there is yet another important reason for not getting sufficient talent for public appointments. It is the absence of comprehensive Service Rules, which is indirectly discouraging the right type of persons from trying for Government posts. The candidate for want of such rules is unable to know or ascertain his future prospects open to him on joining the post. He is therefore hesitant to take the offer. Due to the sudden expansion of the administrative machinery, the increase in the number of posts as well as the need for urgently filling

them, has gone ahead of the framing of comprehensive Service Rules. The Commission have been urging on the Ministries to frame now such rules and to incorporate all these *ad hoc* posts as far as practicable into various cadres, indicating such future prospects as may be open to those who start lower in a cadre.

Measures to expedite Recruitment :

76. In their Report for 1962 the Commission had proposed to introduce a Scheme as an experimental measure, for the advertisement of posts of similar qualifications, duties and scales of pay, only once a year, and to recommend candidates from an approved list for appointment to various departments during the currency of the list. For this purpose it was necessary to standardise and rationalise the qualifications and pay scales for similar posts in various departments. Unfortunately, full data in respect of such posts has not yet been made available to the Commission.

77. In order to further expedite the finalisation of recruitment cases, the Commission adopted the following additional measures.

(i) The Commission frequently utilised their Reserve Lists and recommended candidates for similar or equivalent posts wherever possible.

(ii) As already stated the Commission set up single Member Boards for interviewing candidates for Class II posts. In this way the Commission often held interviews in three or four separate Committees working simultaneously at the same or different centres.

78. Some additional information in recruitment work is at Appendices "I & J".

SECTION VI

SERVICE MATTERS

Appointments :

79. During the year under report, 23 cases of appointments were referred to the Commission, 8 cases of appointments which were pending since last year were also dealt with by the Commission. In one case the Commission interviewed the candidate for the purpose of determining his suitability.

Promotions :

80. During the year under report 57 cases of promotions were referred to the Commission for advice, including confirmation of Provincial Service officers aginst listed posts in the cadre of Civil Service of Pakistan and to superior posts in the Police Service of Pakistan. Of the 29 cases of the last year, the Commission tendered advice in 24 cases. 5 cases pertaining to the last year and 15 cases pertaining to current year were pending with the Commission at the close of the year for want of one information or the other from the referring Ministries|Divisions.

81. A few cases of promotion to the grade of Section Officers were also referred to the Commission. But the Commission were unable to tender advice in the matter because the principles on which these promotions were to be made had not been laid down in consultation with them.

82. In 2 cases the Commission held interviews to determine the suitability of the candidates.

83. The Commission again experienced difficulty in disposing of cases of promotions because the referring Ministries did not furnish complete informaton and|or upto date character rolls. The Commission had to make prolonged correspondence with the Departments concerned to collect the relevant information and data before they could dispose of the cases. These caused considerable delay in the disposal of cases. To overcome the above difficulty the Commission had devised a proforma as at Appendix K for use by Ministries|Divisions when referring cases of appointment and promotion. But it has been observed that in many cases this proforma was not made use of, resulting in delays in securing the required information.

Monthly Returns :

84. In order to check violations of the statutory necessity to consult the Commission in regard to Appointments|Promotions|Recruitment Rules Disciplinary cases etc. etc., the Establishment Division had in their O. M. Nos. 11|3|58-E. II, dated 12th May, 1958 and 3|15|58-E. VII, dated 20th May, 1960 issued instructions to the effect that all Ministries|Divisions should furnish to the Commission monthly returns in the prescribed form. The details of irregularities detected are shown at Appendices "L & M".

Recruitment Rules and ex-cadre posts :

85. During the year under report the Commission received 48 cases relevant to Recruitment Rules, method of recruitment to various posts and services and exclusion of posts from regular cadres.

68. Besides the above cases the Commission also considered 27 cases pending from the last year. The Commission have tendered their advice in 56 cases.

87. Among others, the Commission tendered their advice in the following important cases:

(i) Pakistan Foreign Service (a) Composition and Cadre (b) Recruitment (c) Probation and (d) Discipline and Conduct Rules.

(ii) Finance Services (Probation, Training and Seniority) Rules.

(iii) Section Officer, (Probation, Training and Seniority) Rules.

(iv) Police Service of Pakistan Seniority Rules.

88. The Pakistan Medical Service Recruitment Rules were pending among other cases, at the close of the year for want of necessary information from the Health Division.

Disciplinary Cases:

89. 4 disciplinary cases were referred to the Commission during the year under report. The Commission tendered their advice in all the 4 cases. The Commission also tendered their advice in one case pending from last year.

Appeals, Memorials and Representations:

90. 10 cases of Appeals, Representations, etc. were received in the Commission during the year under report and 8 cases were disposed of by the Commission during the year. The Commission also disposed of the 7 cases of the last year.

Pension:

91. Two cases regarding the withholding of Special Additional Pension were received and one case was disposed of by the Commission during the year under report, Necessary information on the implementation of the Commission's advice in the case in which advice was tendered by the Commission was still awaited from the Ministry concerned.

Grant of Extraordinary Family Pension:

92. 2 cases for the grant of extraordinary pension were received during the year under report and the advice of the Commission in both these cases was communicated to the Government. The outcome of the Commission's advice was awaited till the close of the year.

Seniority:

93. 18 cases involving seniority of Government servants were referred to the Commission during the year under report. The important ones worth mention pertained to :—

(i) G.A.R. Officers.

(2) Section Officers.

The Commission gave their advice in 16 cases. Out of the 18 outstanding cases, carried over from the last years, the Commission tendered advice in 17 cases.

94. Regarding the seniority of Pakistan Foreign Service officers, the principles as outlined by the Commission were accepted by the Gevernment with some modification to which the Commission had agreed. Final seniority list was being worked out by the Ministry of External Affairs in consultation with the Commission.

Reimbursement of Legal Expenses :

95. No case was received during the year under report.

Compulsory Retirement :

96. No case regarding complusory retirement other than as a disciplinary measure was received during the year under report.

97. Statistical details relevant to the cases of appointments, promotions, etc., have been shown at Appendix N (XIV).

MISCELLANEOUS

98. In addition to the cases mentioned in the preceding paragraphs, the Commission dealt with a number of cases of miscellaneous nature during the year under review. Details of some of the important cases are given below :—

MEASURE TO CHECK DISREGARD OF THE COMMISSION'S ADVICE

99. Under Regulation 4(b) of the C.P.S.C. (Consultation by Governor-General) Regulations, 1953, as amended upto date unless the Commission failed to recommend a candidate within 10 days of first being asked to do so the Ministries|Divisions were not authorised to make appointment to a permanent or temporary post if the officer to be appointed is likely to hold the post for more than six months. But even this provision did not prove to be a very effective measure and Ministries still continued to make irregular appointments without informing the Commission.

100. In order to check irregular appointments, the Establishment Division had issued instructions to all Ministries|Divisions etc., to the effect that each *ad-hoc* appointment made by them under Regulation 4(b) should immediately be notified to the Commission who should be requested to make their recommendations for the post as quickly as possible. The Ministries|Divisions were further requested to simultaneously advise the Accounts Authority concerned to treat the *ad-hoc* appointment as terminated after a period of six months, unless the Ministry|Division concerned furnished a certificate from the Commission stating :—

(a) that it has not been possible for the Commission to make a recommendation for filling the post within that period ;

(b) the time likely to be taken by the Commission for making a recommendation ; and

(c) the period for which the *ad-hoc* appointment should be extended.

101. When the above instructions regarding stoppage of pay were issued it was felt that it would act as an effective check on the disregard of the relevant provision relating to consulation with the Commission, but some of the Ministries|Divisions frustrated this measure by (i) omitting to advice the Accounts Authorities to treat the *ad-hoc* appointment as terminated after a period of six months as required under the above instructions and (ii) in case where pay was stopped at the instance of the Commission, by invoking their General Financial powers to release pay to the irregularly appointed officers.

102. When specific cases were brought to the notice of the Commission by the Accountant General, Pakistan Revenues where pay of the irregularly appointed officers was released under the General Financial Powers, the Commission requested the Accountant General, Pakistan Revenues to honour the directives given by the Establishment Division regarding such appointments and not to let the Ministries| Divisions invoke their General Financial Powers. The Establishment Division and the Ministry of Finance were also apprised of this position.

103. The Commission also suggested to the Ministry of Finance that copies of all their sanctions creating posts should be supplied to the Commission and also requested the Accountant General, Pakistan Revenues to forward names and Paraiculars of all new appointments to the Commission for which salary bills were presented for payment orders. The Establishment Division was also informed of the position. These steps were taken by the Commission to safeguard violation of statutory Regulations and Government instructions and thereby to minimise chances of irregularities. The Commission were not informed of Government decision on these cases till the close of the year.

Position of cases mentioned in the Previous Report:

104. The position regarding the cases mentioned in para. 129 of the Annual Report for 1962 is as follows :—

(i) *Procedure to be followed by the Departmental Promotion Committee and Selection Board.*

(Regarding para. 129(i) of the Commission's Annual Report 1962.) The matter was still under consideration in the Establishment Division.

(ii) *The Government Servants (Further Usefulness in Service) Rules.*

(Regarding para. 129 (iv) of the Commission's Annual Report 1962,) A copy of the draft Government Servants (Further Usefulness in Public Service) Rules, 1963, was sent to the Commission for their advice, which was tendered

(iii) *Revision of the Government Servants (Applications for posts) Rules.*

(Regarding para. 129 (iv) of the Commission's Annual Report, 1962). A copy of the revised draft of the Rules which was amended by the Government was again referred to the Commission for their advice. The Commission tendered their advice but its acceptance was not received till the close of the year.

Conference of Public Service Commissions in Pakistan:

105. The Commission proposed to hold a conference of all Public Service Commisions in Pakistan as was done in 1949 and 1954, to discuss matters of common interest. The proposal was accepted by the Government of Pakistan as well as the Provincial Public Service Commissions. The Agenda of the Conference and other details were being worked out at the close of the year. The Conference is scheduled to be held on 20th, 21st and 22nd February, 1964.

SECTION VII

CONCLUSION

106. The Commission are glad to say that during the year 1963, they were not only in a position to make considerable headway in regard to their existing work, but also to adopt measures to enable them to curtail the period of the completion of the recruitment process so as to undertake the increasing volume of work, resulting from the expansion of the developmental activity of the Government. The Commission are indeed hopeful that after the scheme for reorganisation of their office, which has now been approved by the Standing Organisation Committee of the Central Government, is implemented, they will be able to hadle more effectively their day to day business.

107. Before concluding this Report the Commission would like to record their appreciation of the fact that by and large the Ministries| Divisions accepted the advice of the Commission. The Commission are glad to express their gratitude to the Ministries, the Establishment Division and other Divisions of the Central Government for their cooperation and for the consideration and courtesy they extended to the Commission. The Commission feel grateful to the General Headqarters for their help in all matters particularly in deputing their psychologist to conduct the psychological tests of the Central Superior Services Examination, inspite of severe strain on their own work. The Commission would also thank the Provincial Governments and the Provincial Public Service Commissions and likewise the Pakistan Missions abroad for their valuable assistance in enabling the Commission to hold and conduct their Examinations, tests and interviews out of Karachi. The Commission would also like to thank such independent advisers and Departmental Representatives as helped the Commission in interviewing candidates at various centres at the cost of considerable inconvenience to themselves. The Commission also consider it their duty to record their sense of appreciation for the good work performed by their own Officers and staff inspite of the many handicaps.

108. In the end the Members of the Central Public Service Commission wish to take this opportunity of conveying their sincere thanks to you, Mr. President for your very generous attitude and for all the support and encouragement they have received from you without which the Commission could not make what little progress they have made during the year under review.

We beg to remain, Sir,

Your obedient servants,

Chairman and Members,

The Central Public Service Commission,

(Kazi Anwarul Huque) Chairman

(A. F. M. Abdul Haq) Member

(Ata Mohammad Noon) Member

(A. H. M. Shamsud Doha) Member

Karachi, the 15th January, 1964.

MEMORANDUM TO THE ANNUAL REPORT FOR THE YEAR 1963

23—24

Memorandum to the Annual Report of the Commission for the year 1963 [*vide Article* 189 (2) *of the Constitution of the Republic of Pakistan.*]

(A) CASES IN WHICH THE COMMISSION'S ADVICE WAS NOT ACCEPTED AND THE REASONS WHY THE ADVICE WAS NOT ACCEPTED.

(i) *INDUSTRIES DIVISION*

1. The Commission in the case of an officer in the office of the Coal Commissioner, had advised that the punishment of withholding of promotion for two years instead of compulsory retirement as was proposed by the Ministry was adequate. The Commission had pointed out that while disciplinary action was being taken for the manner in which the petition to the President had been made, and for the allegation contained in the said petition, nothing was being done to examine the grievance of the officer which had occasioned the submission of the petition. The Commission had felt that the taking of the drastic action of compulsory retirement as proposed by the Ministry, without even looking into the cause of his grievance and in view of the various extenuating aspects of the case, would be much too severe punishment and would not be warranted by the circumstances of the case. The Commission had also advised that the basic issues raised by the officer in his petition to the President, would appear to need disposal under the appropriate rules. The Commission reiterated the same advice when the case was again referred to them. The advice of the Commission, however, was not accepted by the Government.

(ii) *PLANNING DIVISION*

2. For the post of Chief, Education Section, Planning Division, the Commission recommended a candidate in July 1963. The post was not offered inspite of reminders, to the Commission's nominee, till 1st December, 1963, when the Commission received copy of a notification No. 6(132) Admn. 1|63, dated 29-11-63 from the Planning Division as per which the Planning Division had appointed somebody else to the post. The Commission are making necessary enquiries, in the case.

(iii) *ESTABLISHMENT DIVISION*

Government's Decision to exclude from the purview of the Commission the cases of payment of costs incurred by Government Servants in Defending themselves in Judicial Proceedings.

3. On promulgation of the Constitution of the Republic of Pakistan in 1962, the Establishment Division issued instructions to the Ministries| Divisions etc. that under the new Constitution it would not be necessary to consult the Commission in cases of re-imbursement of the expenses incurred by Government servants in defending themselves against legal proceedings in respect of acts done or purported to be done in the execuion of their duty on the ground that the present Constitution did not contain a provision for such consultation with the Commission. The Commission were however of the view that such consultation was necessary because under Article 185(2)(d) of the present Constitution, the Commission were to be consulted in regard to all matters affecting 'terms and conditions' of service of a Government servant and because the right to claim legal re-imbursement in appropriate cases formed part of 'terms and conditions' of a Government servant.

4. The Establishment Division disagreed with the advice of the Commission on the grounds that there was no such specific provision in the present Constitution as had been in the previous Constitutions of 1935 and 1956; and that the omission to make a specific provision to this effect in the present Constitution was a deliberate one. The Commission however explained that the omission of the specific provision was only because of the insertion of the new words "matters affecting terms and conditions of service" in the present Constitution which words did not exist in that form in the previous Constitutions and which words were inclusive of matters relating to the right of Government servent to claim payment of costs incurred in defending himself in judicial proceedings. As a matter of fact, all the material that the Commission could lay their hands on, had led to the one and the same conclusion that the words "terms and conditions of service" covered every thing affecting a Government servant in relation to his conduct with the Government.

5. The Commission had also drawn the attention of the Establishment Division to Rule 58 of the Civil Servants (Classification Control and Appeal) Rules made under Section 96-d of the Government of India Act 1919 which contained the following instructive indications:—

"(d) the words "leave, seniority, prospects of promotion or any other matter" have been omitted as unnecessary in view of the decision communicated in paragraph 3 of the Home Department letter No. F. 272|23|Ests., dated the 16th September 1926, that "terms and conditions of service" in Section 96-d (2) of the Government of India Act covers everything affecting the service.................... ".

6. The Commission felt that the reasons why the provision similar to the one in Article 188(2) (d) of the 1956 Constitution did not appear in the present Constitution was not because the intention was to remove the subject from the purview of the Commission but because its mention specifically become unnecessary the subject having got included *ipso facto* in the provisions of Article 185(2) (d) of the present Constitution in the same way as had the words "leave, seniority, prospects of promotion or any other matter" which had likewise been omitted as being considered unnecessary by the Government of India in 1926.

7. The Establishment Division did not favour the Commission inspite of their request, with a copy of the opinion of the Law Ministry whom the Establishment Division had consulted in the matter, to enable the Commission to re-examine their own views in the light of the opinion of the Law Ministry. They only informed the Commission that it had finally been decided that the Government were not required to consult the Commission in the matter of payment of costs incurred by Government servants in defending themselves in judicial proceedings, and requested the Commission to treat the matter as closed.

8. The Commission could not in the circumstances see their way to accepting the views of the Establishment Division for they felt that the whole matter hinged on the correct interpretation of the words "matters affecting terms and conditions of service". The Commission also felt that the matter was of considerable importance to the Commission as it not only related to the question of claims of Government servants for cost of defending themselves in judicial proceedings but also many other questions which were not specifically listed in the Constitution but related to "terms and conditions of service". The Commission therefore decided to pursue the matter further.

(B) CASES WHERE THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WAS NOT CONSULTED AND THE REASONS WHY IT WAS NOT CONSULTED

(i) *AGRICULTURE DIVISION*

9. The Agriculture Division (Agricultural Census Organisation) appointed 19 officers irregularly to the nineteen Class II posts of Supervisory Research Investigators and Research Investigators. Some of these appointments had been made as far back as 1957 and none of them were reported to the Commission in the relevant Monthly Returns as was required *vide* Establishment Division O. M. No. 11|3|58-SEII, dated 12th May, 1958. On the 26th January, 1963, the Agricultural Census Organisation reported these 19 irregular appointments to the Commission for their approval. The Commission pointed out that these appointments were irregular as they had been made without consultation with them as required under Regulation 4 (b) of the F.P.S.C. (Consultation with the Governor General) Regulations, 1953, as revised *vide* Establishment Division Notification No. 10|3|59-SEII, dated 19th May, 1959 read with their O. M. of the same number dated 10th October, 1959. The Commission, however, advised that all the posts of Supervisory Research Investigators and Research Investigators in the Agricultural Census Organisation should be entrusted to them for an open advertisement. The Commission also asked the Organisation to let them know the period upto which the Organisation would continue.

10. The Agricultural Census Organisation informed the Commission that the Organisation would be wound up by the 31st December, 1963 and only two posts each of Supervisory Research Investigator and Research Investigator were likely to continue beyond 31-5-1963. The Agricultural Census Organisation also requested the Commission to approve all the 19 irregular appointments of Supervisory Research Investigators and Research Investigators. The Commission considered the matter again but they could not in the circumstances of the case accede to the request of the Organisation.

11. The Agricultural Census Organisation again requested the Commission to approve the two irregular appointments to the two posts each of Supervisory Research Investigators and Research Investigators upto 31-12-1963 when this Organisation was likely to be wound up. The Commission considered the matter again but for reasons already explained could not agree to such a proposal. Then on 12-9-1963 the Agricultural Census Organisation forwarded a requisition for recruitment to eight posts of Research Investigators which were sanctioned only upto 30-11-1963, and requested the Commission to allow them to make *ad hoc* appointments to these 8 posts of Research Investigators.

12. The Commission considered the reference but felt unable to advertise the posts which were to expire only two months after. Nor could the Commission give *ad hoc* permission for such irregular appointments under the circumstances of the case. The Commission also pointed out that the unqualified persons who were ineligible for even *ad hoc* appointments in terms of the Establishment Division Office Memorandum No. 2|2|62-DI, dated the 15th January, 1963, should not have been appointed.

13. (ii) The Agriculture Division themselves appointed an Assistant Research Officer, Class II Gazetted in the Food and Agriculture Council Pakistan to the post of Livestock Officer, Class II Gazetted in the "CENTO Institute for Animal reproduction Malir" from 27-8-62 to 31-5-63. This

irregular appointment was not reported in the relevant Monthly Return by the Agriculture Division. When the pay of the officer appointed to the post for the period beyond six months, *i.e.*, 27-2-63 to 31-5-63, was held up by the Accountant General Pakistan Revenues for want of approval of the Commission beyond six months, the Agriculture Division referred the matter on 26-4-63 to the Commission requesting them to approve the appointment to the post of Livesctock Officer in the CENTO Institute for Animal Reproduction, Malir with effect from 27-8-62. The Agriculture Division also informed the Commission that the CENTO Institute for Animal Reproduction Malir, was being transferred to West Pakistan Government shortly. The Commission could not agree to the appointment of the officer as Livestock Officer in the absence of any approved Recruitment Rules|Method of Recruitment for the post. The Commission observed that as the Officer did not hold any substantive appointment, his present appointment in the Class II Gazetted post of Livestock Officer was a case of direct appointment made irregularly, without consultation with the Commission. The Commission therefore, advised that the post of Livestock Officer should be entrusted to them for open advertisement unless the Institute was going to be transferred to West Pakistan Government early. The Commission asked the Agriculture Division to state the exact date from which the CENTO Institute for Animal Reproduction, Malir, was transferred to the West Pakistan Government. The Commission also requested the Agriculture Division to give the reasons for which that Division did not report to them the appointment in question in the relevant Monthly Returns.

14. The Agriculture Division on 20-5-63 again requested the Commission to reconsider the matter for the reason that the appointment was made by the Animal Husbandry Commissioner direct without reference to the Ministry under the impression that the officer was already holding a Class II post and that as such no reference was required to be made to the Commission. The Agriculture Division also informed that the CENTO Institute for Animal Reproduction, Malir, had been transferred to the West Pakistan Government with effect from 1-6-63.

15. The Commission again considered the case but they could not agree to associate themselves with the appointment irregularly made with effect from 27-8-62, in disregard of the mandatory provisions of Law. The attention of the Agriculture Division was also invited to the Establishment Division Office Memorandum No. 3|25|59-EV II, dated 6-9-60. and they were requested that action should be taken under Government orders issued *vide* Establishment Division leltter No. 2|2|61-DI, dated 15-2-62 against the person|persons responsible for the irregularity in this case.

16. The Establishment Division on 26-8-63 requested the Commission to regularise the appointment in question as a special case. The Commission therefore once again considered the matter very carefully. They observed that in view of the Government's orders contained in the Establishment Division Office Memorandum No. 3|25|59-EV II, dated 6-9-60, the Commission should not have been requested to regularise past irregularities committed by the Ministries|Divisions. The Commission advised the Establishment Division that though the pay of the Livestock Officer was not held up at the instance of the Commission yet they had no objection if payment was made to him for the period it had been withheld

(iii) *MINISTRY OF COMMERCE*

17. The Ministry of Commerce on the 16th December, 1957 proposed to offer the post of Controller of Insurance to a person for five years without formally advertising the post and had requested for the Commission's approval. The Commission having considered the Ministry's proposal decided to interview the candidate. The Commission on the basis of the record available had interviewed the candidate and recommended him for appointment to the post of Controller of Insurance for a period of five years with effect from the 1st March, 1958 to 28th February, 1963.

18. Before expiry of the term of contract of the officer the Commission on the 5th February, 1963, enquired how the Ministry of Commerce proposed to fill the post. The Ministry instead of proposing any method of recruitment for filling the post, requested the Commission to agree to the extension of the contract of the officer for a further period of three months beyond 1st March 1963. The Commission considered the matter and observed that a requisition for open advertisement should have been sent to the Commission for filling the post of Controller of Insurance at least six months before the expiry of the term of the incumbent, so that a suitable replacement could have been found and recommended well in time. The Commission pointed out that on the last occasion they had agreed to the post being filled without resorting to open advertisement in view of the special circumstances which no longer existed now. There was plenty of talent available in the country in this field and it was necessary in the interest of the young insurance industry that it should receive the most competent and progressive leadership. The Commission further stated that there had been a certain amount of criticism in the Press about the progress of insurance companies in Pakistan. The importance of filling the post through open advertisement had, therefore, increased considerably. After explaining the above position the Commission requested the Ministry of Commerce to send necessary requisition for advertising the post.

19. On the 27th February, 1963, the Ministry again requested the Commission for the extension of the term of the officer with effect from 1st March, 1963. The Commission considered the case but they could not agree to the proposal of the Ministry and again advised the Ministry to furnish the necessary requisition for open advertisement of the post.

20. On the 28th June, 1963, the Commission after explaining the whole case requested the Establishment Division to persuade the Ministry of Commerce to furnish the necessary requisition to the Commission for an open advertisement of the post of Controller of Insurance.

21. After some reminders, the Ministry of Commerce, forwarded a requisition for advertising the post of Controller of Insurance in July, 1963. The post was then advertised by the Commission during the year under report.

(iv) *EDUCATION DIVISION*

22. The Education Division filled up the post of Garden Superintendent, a Class II post in the Department of Archaeology by transfer of an officer who was already holding a Class II post under the Karachi Administration. Since no method of recruitment had so far been laid

down for this post in consultation with the Commission, the appointment of an officer who was holding a post under the Karachi Administration to the post of Garden Superintendent under the Central Government was irregular. The Department concerned was, therefore, advised to advertise the post of Garden Superintendent through the Commission. No reply was received from the Education Division till the close of the year.

(v) *MINISTRY OF EXTERNAL AFFAIRS*

23. The Ministry of External Affairs appointed an officer as Deputy Director (Pacts) with effect from the 12th May, 1958, without consulting the Commission. The Commission came to know of this irregular appointment through the Monthly Return for the month of May, 1958. The appointment was subject to replacement by a nominee of the Commission and the Ministry promised to send a requisition to the Commission for advertisement of the post in due course of time. The promised requisition however was never furnished to the Commission. The Commission in August, 1959, requested the Ministry to supply full facts of the case together with up-to-date Character Roll of the officer and his personal file.

24. From the information received from the Ministry the Commission found that the officer had held the following appointments without consultation with the Commission :—

1. Deputy Director (Pacts) Ministry of Foreign Affairs and Commonwealth Relations, Karachi.	from	12-5-58 to 31-7-58
2. First Secretary, Pakistan High Commission London.	from	1-8-58 to 18-9-58
3. Counsellor, Embassy of Pakistan, Washington	from	23-9-58 to 22-11-58
4. Deputy Director (Pacts), Ministry of Foreign Affairs and Commonwealth Relations, Karachi.	from	23-12-58 to June, 1959
5. Attache, Embassy of Pakistan, Berne.	from	1-7-59 to 31-10-59.

25. It would thus be seen that during 12-5-58 to 31-10-59 the Commission was kept entirely in the dark in regard to the subsequent appointments of the officer while the Ministry continued the irregularity by shifting the officer from one post to another. It was not known whether the post of Deputy Director (Pacts) vacated on 1-8-58 was kept vacant or filled by the Ministry. The Commission had advised that the post should be filled by open advertisement, but no reply to this effect was received from the Ministry.

26. The Commission further requested the Ministry to supply the following information :—

(a) The appointment orders issued in all the above five appointments and the authority who sanctioned these appointments in each case ;

(b) The circumstances, under which the Commission were not consulted in the appointment of an outside officer in the various posts in the Ministry of Foreign Affairs & Commonwealth Relations from May 12th, 1958 to 31st October, 1959; and

(c) All the relevant files, the Character Roll and personal file relating to the officer.

The Ministry forwarded some information which further revealed that the officer had held the following appointments before his appointment as Deputy Director (Pacts) on 12-5-58 :—

1.	Assistant Information Officer in the Ministry of Information and Broadcasting.	from	21-7-56 to 8-10-56
2.	Public Relations Officer in the Ministry of Foreign Affairs and Commonwealth Relations.	from	9-10-56 to 6-8-57
3.	Political Secretary, Baghdad Pact.	from	7-8-57 to 11-5-58.

With regard to the Character Roll, the Ministry stated that it was not maintained as the officer's short service under the Ministry remained on a temporary basis.

27. From the information received from the Ministry it also appeared that the officer had held the post of Counsellor at San Francisco. The Commission on 28-11-60 called for the files relating to the Officer's appointment as Counsellor at San Francisco. On 27-12-60 the Ministry informed the Commission that the papers regarding the proposals to place the officer on special duty at San Francisco and to recall him to Karachi were not traceable.

28. The case was then reported to the Establishment Division who were requested to place the case before the President. The Establishment Division were further requested that proper investigation might be made into the case and action taken against those found guilty of indulging in the irregularities. The Commission also recommended that the case should be entrusted for enquiry to a suitable non P.F.S. Officer who should report *inter alia* on the steps which should be taken to prevent the recurrence of such cases.

29. The Establishment Division agreed that the appointment of the Officer on various posts was irregular, but for the following reasons requested the Commission to drop the matter :—

(i) The offiecr was no longer in Service;

(ii) The E.B.D.O. proceedings against the appointing authority were over; and

(iii) The regulation 4(b) of the Consultation Regulations was subsequently amended to prevent recurrence of such irregularities.

30. The Commission considered the Establishment Division's proposal and advised that the Establishment Division who also agreed that

this matter constituted a glaring irregularity on the part of the Ministry of External Affairs should satisfy themselves with regard to the following :—

(i) Whether the officials of the Ministry of External Affairs failed to point out clearly that the appointment was irregular and that it could not be made without consultation with the Commission ;

(ii) why the irregular appointments were not reported to the Commission in the monthly returns sent by the Ministry in compliance with the Central Public Service Commission Office Memorandum No. F-8|1|47-Ser., dated the 31st December, 1947 and Establishment Division Office Memorandum No. 11|3|58-SEII, dated the 12th May, 1958.

No final reply to the above queries was received by the end of the year under-report.

(vi) *HOME AFFAIRS DIVISION*

31. In June 1962 the Home Affairs Division referred to the Commission for their approval the appointment of a permanent Stenographer to the post of Assistant Director, Class I in the Directorate of Immigration and Passport. In the absence of any approved method of recruitment for the post of Assistant Director, Class I, the Commission advised that the post should be filled by open advertisement. The Home Affairs Division instead of acting in accordance with the advice of the Commission appointed the said stenographer as Assistant Director with effect from 22-12-62 and notified the appointment in the gazette, dated 4-1-1963. The commission have requested the Ministry to state their reasons for not accepting the advice of the Commission and for not following the correct procedure prescribed in the case of disagreement with the advice of the Commission.

(vii) *INDUSTRIES DIVISION*

32. In September, 1959, the Industries Division had reported to the Commission 8 vacancies in the Grade of Assistant Director, Class I (Inspection Wing) in the Department of Supply and Development. 50% of these vacancies was reserved for promotion and 50% for direct recruitment. The Commission had recommended the promotion of 4 officers in 1959 and for the remaining four posts had advised the Ministry to advertise them through the Commission.

33. In November, 1963 the Ministry informed the Commission that these remaining four posts were curtailed in the revised set-up of the Department of Supply and Development and the Ministry had adjusted one of the incumbents of the said four posts, against another Class I post of Assistant Director (Inspection), rendered vacant as a result of death of one Assistant Director. For so long the Ministry had neither sought Commission's approval to the appointment nor had they sent requisition for open advertisement of the post. The appointment to the said post of Assistant Director, thus being irregular, the Commission advised the Ministry to fill the same by open advertisement through the Commission.

(viii) *REHABILITATION AND WORKS DIVISION*

34. The Rehabilitation and Works Division appointed a Stenographer holding the Class II post of Private Secretary to the Custodian of Evacuee Property to a Class II post of Assistant Custodian of Evacuee Property from 1-1-61 to 25-1-62 without consultation with the Commission. This appointment which in the absence of method of recruitment to cover such appointment was irregular, was not even reported in the Monthly Returns furnished by the Ministry. The Rehabilitation and Works Division after more than a year of the termination of appointment of the officer to the post of Assistant Custodian of Evacuee Property, referred the case to the Commission for seeking their approval to that irregular appointment.

35. The Commission could not accord their *ex-post-facto* approval to the irregular appointment in the absence of approved Method of Recruitment. The Commission, therefore, informed the Division that appointment by transfer from one class II post to another class II post could only be made if provided in the method of recruitment laid down in consultation with the Commission. The Commission also asked the Division to let them know the reasons for not consulting them in making the appointment of an officer who did not even fulfil the qualifications prescribed for the post and for not reporting the appointment in the relevant Monthly Returns.

36. The Rehabilitation and Works Division again requested the Commission to accord their approval of the appointment justifying their irregular actions on the plea of ignorance of Rules and the constitutional provisions. The Commission however could not agree to become a party to the irregularity and informed the Division that had the vacancy been notified to them in time they could have nominated a candidate through open advertisement of the post.

37. But the Rehabilitation and Works Division on 10-10-63 again requested the Commission to regularise the appointment of the officer to the post of Assistant Custodian of Evacuee Property, as a 'special case', The Commission then requested for the reason for which regularisation of the appointment of the officer to the post of Assistant Custodian of Evacuee Property was being sought for as a 'special case' when the officer was no longer holding the post. Reply from the Rehabilitation and Works Division was still awaited when the year closed.

38 (ix) The Rehabilitation and Works Division referred to the Commission for their approval, the appointment of a Deputy Director Class II to the post of Additional Rehabilitation Commissioner Class I with effect from 1-1-1962. On receipt of particulars of this officer the Commission found that he had held the following appointments without consultation of the Commission for the period noted against each :—

(*a*) Deputy Director (Class II) in the Civil Supplies and Transportation, Ministry of Kashmir Affairs.	From April 1949 to May, 1954	
(*b*) Deputy Director Class II Directorate of Refugees, Ministry of Kashmir Affairs.	From May, 1954 to 31-12-1961	
(*c*) Additional Rehabilitation Commissioner, Class I.	From 1-1-1962 till date.	

The post of Deputy Direcetor, Civil Supplies was subsequently advertised on the advice of the Commission and the same officer was recommended in 1962. The post was offered to him and he accepted it but the Ministry did not relieve him from the post of Deputy Director, Refugees and went on insisting for his promotion as Additional Rehabilitation Commissioner.

39. The Commission were of the view that as the appointment of the officer in the Class II post of Directorate of Refugees was irregular, his further promotion to Class I post would be still more irregular. The Commission, therefore, advised that the officer should be reverted to his parent department and the post of Additional Rehabilitation Commissioner in the Directorate of Refugees be filled by open advertisement through the Commission. Necessary requisition has since been received.

(x) *REVENUE DIVISION*

40. The Revenue Division in disregard of the prescribed method of recruitment had appointed three Preventive Officers as Appraisers Class II in the Karachi Custom House in July, 1951 which appointment continued till the year 1963. On previous occasions when the posts of Appraisers were advertised by the Commission, the above three officers who had also applied had not been recommended by the Commission for appointment. The Commission also found that some of the Commission's nominees on the result of open competition in 1959 were not offered the posts for years together, while these three *ad-hoc* recruits were continued irregularly in their posts since 1951.

41. On 13-12-56 the Revenue Division referred the appointments of the above three Appraisers to the Commission for approval. The Commission could not agree to regularise the appointments of the three officers against the quota reserved for direct recruitment. The Commission advised the Revenue Division to get the posts of Appraisers advertised through the Commission.

42. The Central Board of Revenue referred the above case to the Commission several times for re-consideration. At long last they were good enough to accept the advice of the Commission in October, 1963 but the requisition to advertise the post had, however not received till the close of the year.

PROMOTIONS MADE WITHOUT CONSULTATION WITH THE COMMISSION.

(xi) *REVENUE DIVISION*

43. In 1956 the Revenue Division made a reference to the Commission for according their approval to the appointment of two office Superintendents Class II to the following posts :—

(1) Instructor Training School, Sardah.

(2) Chief Accounts Officer.

On receipt of the above reference the Commission found that the officers had actually been appointed to the above posts and were continuing as such since 1954|1955 without approval of the Commission.

44. The Commission could not agree to the proposal of the Central Board of Revenue and advised that in the absence of a prescribed method of recruitment the posts in question should be filled by open advertisement.

45. The Central Board of Revenue subsequently informed that the post of Chief Accounts Officer was later filled by transfer of an Assistant Collector, Central Excise and Customs Class I and that the post of Instructor was filled by transfer of a gazetted Superintendent, Central Excise and Customs. The Commission informed that these appointments were also irregular in the absence of an approved method of recruitment. The matter was still pending with the Central Board of Revenue till the close of the year.

46. (xii) The Commission observed that during the years 1956 to 1959 the Central Board of Revenue had appointed 5 Class II Superintendents, Central Excise and Land Customs to class I posts of Assistant Collectors, Central Excise and Land Customs without the approval of the Commission. Two of these officers appointed in 1956-57 were reverted in 1959. One had retired in 1962. The remaining two were still continuing.

47. The Commission pointed out the above irregularities to the Central Board of Revenue and requested to know the circumstances under which these promotions had been made without consulting the Commission.

48. The Central Board of Revenue informed that out of the 5 officers, two were still continuing for the reason that more vacancies in the grade of Assistant Collector had occurred in the meantime.

49. The Commission kept pursuing these cases during the year under review but to the best of their knowledge the two irregular appointments continued all the same.

50. (xiii) The Central Board of Revenue appointed an officer from P.M.A.S. Clalss I, as Assistant Collector in the Karachi Custom House on 26-2-1962 for a period of one year, without consultation with the Commission. Since his appointment was not made in accordance with the approved method of recruitment, the appointment was irregular and the Commission advised the Central Board of Revenue to revert the officer forthwith and fill up the post of Assistant Collector in accordance with the approved method of recruitment for that post. But the Central Board of Revenue, for one reason or the other, allowed the irregular appointment to continue for more than a year until 16-3-1963, when the officer relinquished charge of his post.

SECTION IX
APPENDICES

APPENDIX 'A'

(Para 13)

The following explains the position of the remaining unfilled sanctioned posts of the Psychological Section:

Chief Psychologist:

The Commission continued their efforts to secure the services of a foreign Psychologist eminently suited to the job of the Chief of the Section yet in the making. Ultimately such a man was found in Dr. R. T. Green, Ph.D., of the London University. Hs was interviewed on 17-4-1963, by a Board, presided over by Col. A. S. B. Shah, the outgoing Chairman of the Central Public Service Commission. Dr. Green was found suitable for the post of the Chief Psychologist, Central Public Service Commission. Accordingly an offer of appointment was made to him and it was suggested that he should join this Commission towards the end of 1963 or early 1964. Dr. Green, on account of his some personal commitments, had expressed his willingness to join in October 1964.

Senior Psychologists:

Two posts of Senior Psychologists were sanctioned for the Psychological Section in the scale of Rs. 600—30—900—EB—50—1,150. The posts were first advertised in 1960. None of the applicants was found suitable. The 2nd advertisement in 1962 attracted only 14 candidates none of whom was again found suitable. The 3rd advertisement, published in March, 1963, provided for a higher start and relaxation in age in deserving cases, within the sanctioned scale. This advertisement also proved a failure. Considering all the factors involved, the Commission, in the light of experience gained during their search for the staff for the Psychological Section, advised the Government to raise the pay scale in order to attract the best talent for the important job. The Government sanctioned a scale of Rs. 700—40—1,100—EB—50—1,300, with a provision for a higher start upto Rs. 1,000 p.m. The posts were advertised with this scale in September, 1963, but as on previous occasions, this advertisement too failed. The Government were then again approached for further raising the pay scale. The Government proposed for consideration of the Commission a scale of Rs. 700—40—1,100—EB—50—1,300 and a special pay of Rs. 400 with the usual ceiling of Rs. 1,600. The matter was under consideration till the close of the year under report.

Statistical Assistants:

Four Statistical Assistants were sanctioned for the Psychological Section. No suitable candidates have been available as yet to fill in the post.

Ministerial Staff:

Some of the Ministerial posts were filled in as shown below when the Junior Psychologists joined. The remaining ones would be filled in at a later stage :—

Post	No. sanctioned	Filled	Vacant
1. Superintendent	1	..	1
2. Assistants	2	1	1
3. Stenographers	3	1	2
4. Stenotypists	2	2	..
5. Lower Division Clerks ..	2	1	1

APPENDIX 'B'

(Para 17)

(a) Staff of the Central Public Service Commission as on the 1st January **1963.**

Main Office

(A) *Gazetted.*

1. Secretary	1
2. Deputy Secretary	1
3. Assistant Secretaries	3
4. Chief Psychologist	1 (Vacant).
5. Senior Psychologists	2 (Vacant).
6. Junior Psychologists	2
7. Educational Consultant	1 (Vacant).
8. Private Secretary to the Chairman	1
9. Research Officers	2
10. Supervisor Lahore	1 (Vacant).
11. Officer on Special Duty	1

(B) *Non-Gazetted*

1. Superintendents	8
2. Assistants-in-Charge	2
3. Assistants	47
4. Confidential Assistants	3
5. Stenographers	8
6. Stenotypists	6
7. Upper Division Clerks	7
8. Lower Division Clerks	41
9. Librarian	1
10. Statistical Assistants	6
11. Testers	3

(C) *Class IV.*

1. Gestetner Operator	1
2. Record Sorters	2
3. Daftaries	5
4. Jamadar	1
5. Peons	25

(D) *Staff paid out of contingencies.*

1. Coolie/Peon	1 (at Dacca).
2. Sweepers	4 (including one each at Lahore & Dacca).

Dacca Branch

1.	Superintendent	1
2.	Nazir/Upper Division Clerk	1
3.	Lower Division Clerk	1
4.	Peon	1

Lahore Branch

1.	Superintendent	1
2.	Upper Division Clerk	1
3.	Lower Division Clerk	1
4.	Peon/Chowkidar	2

(*b*) *Staff sanctioned during the year* 1963.

1.	Assistant Secretary	1	
2.	Stenographer for Dacca Branch	1	(in lieu of one post of Lower Division Clerk).
3.	Peon	1	(for Educational Consultant)

(*c*) *Officiating Gazetted Appointments made during the year under Report.*

1. Mr. A. A. Usmani, Permanent Superintendent, officiated as Assistant Secretary during the year as under :—

from 1st January 1963—*continuing.*

2. Mr. I. H. Alvi, Permanent Superintendent, officiated as Assistant Secretary during the year as under :—

from 25th October 1963—*continuing.*

Index to Abbreviations used in the Appendices :—

(*a*) —To be interviewed/Interviews not completed.
(*b*) —Recently advertised.
(*c*) —Pre-selections not completed.
(*d*) —To be advertised.
(*e*) —No response.
(*f*) —None found suitable.
(*g*) —Recommended from Reserve List.
(*h*) —Being Re-advertised.
(*i*) —Written test to be held.
(*j*) —Requisition withdrawn by the Department.
(*k*) —Written test held, interviews to be held.
(*l*) —To be finalized (interviews completed).
(*m*)—Already Re-advertised.
(*n*) —Recommended for lower post.
(*o*) —Failure reported.
* Against posts means advertised in 1963.
* Against figures means completed in 1963.

APPENDIX 'B'

(Para 17)

(*a*) *Staff of the Central Public Service Commission as on the* 1*st January* 1963.

Main Office

(A) *Gazetted.*

1.	Secretary	1
2.	Deputy Secretary	1
3.	Assistant Secretaries	3
4.	Chief Psychologist	1 (Vacant).
5.	Senior Psychologists	2 (Vacant).
6.	Junior Psychologists	2
7.	Educational Consultant	1 (Vacant).
8.	Private Secretary to the Chairman	1
9.	Research Officers	2
10.	Supervisor Lahore	1 (Vacant).
11.	Officer on Special Duty	1

(B) *Non-Gazetted*

1.	Superintendents	8
2.	Assistants-in-Charge	2
3.	Assistants	47
4.	Confidential Assistants	3
5.	Stenographers	8
6.	Stenotypists	6
7.	Upper Division Clerks	7
8.	Lower Division Clerks	41
9.	Librarian	1
10.	Statistical Assistants	6
11.	Testers	3

(C) *Class IV.*

1.	Gestetner Operator	1
2.	Record Sorters	2
3.	Daftaries	5
4.	Jamadar	1
5.	Peons	25

(D) *Staff paid out of contingencies.*

1.	Coolie/Peon	1 (at Dacca).
2.	Sweepers	4 (including one each at Lahore & Dacca).

Dacca Branch

1.	Superintendent	1
2.	Nazir/Upper Division Clerk	1
3.	Lower Division Clerk	1
4.	Peon	1

Lahore Branch

1.	Superintendent	1
2.	Upper Division Clerk	1
3.	Lower Division Clerk	1
4.	Peon/Chowkidar	2

(*b*) *Staff sanctioned during the year* 1963.

1.	Assistant Secretary	1	
2.	Stenographer for Dacca Branch	1	(in lieu of one post of Lower Division Clerk).
3.	Peon	1	(for Educational Consultant)

(*c*) *Officiating Gazetted Appointments made during the year under Report.*

1. Mr. A. A. Usmani, Permanent Superintendent, officiated as Assistant Secretary during the year as under :—

from 1st January 1963—*continuing.*

2. Mr. I. H. Alvi, Permanent Superintendent, officiated as Assistant Secretary during the year as under :—

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(*i*) —Written test to be held.
(*j*) —Requisition withdrawn by the Department.
(*k*) —Written test held, interviews to be held.
(*l*) —To be finalized (interviews completed).
(*m*)—Already Re-advertised.
(*n*) —Recommended for lower post.
(*o*) —Failure reported.
* Against posts means advertised in 1963.
* Against figures means completed in 1963.

APPENDIX 'C'

(Para *66*)

Position of Recruitment Cases Initiated in 1963.

Ministry/Division	Requisition received	No. of posts	Applicants	Selected for Interview	Actually Interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
President's Secretariat	75	121	..	..	...	...	
Cabinet Division	7	13	...	...	...	...	
Translator in Russia Language	1	1	1	(*f*)	...	...	
Translator in Chinese Language	1	1	..	...	...	1(*g*)	
Research Associate (Civil Service Academy) ...	1	1	3	3	(*a*)	—	
Intelligence Bureau :—							
Deputy Assistant Director ..	1	7	56	48	39	(*l*)	
Deputy Assistant Director (Technical)	1	1	(*d*)	..	..	..	
Experimental Officer ..	1	1	1	1	(*a*)	..	
Experimental Officer ..	1	1	(*d*)	..	...	..	
Economic Affairs Division ..	12	33					
Assistant Economic Adviser	1	1	..	..	..	1(*g*)	
Consultant/O.S.D. ..	1	1	2	2	2	1	
Assistant Economic Adviser	1	1	(*d*)	..	..	..	
Research Officer	1	2	(*d*)	..	..	..	
Economic Investigator ..	1	17	81	53	(*a*)	..	
Central Statistical Office :—							
Chief Statistical Officer ..	1	4	28	(*c*)	..	..	
Survey Officer	1	1	19	10	(*a*)	..	
Survey Officer	1	1	(*d*)	..	..	..	
Research/Statistical Officer ..	1	1	(*d*)	..	..	..	
Statistical Investigator ..	1	1	..	..	...	to be (*g*)	
Statistical Investigator ..	1	2	(*d*)	..	..	..	
Statistical Investigator ..	1	1	(*d*)	..	..	..	

APPENDIX 'C'—contd.

1	2	3	4	5	6	7	8
Establishment Division ..	9	15					
Lecturer in Public Administration	1	1	2	(*f*)	..	..	
Welfare Officer	1	1	10	7	4	(L)	
Welfare Officer (Women) ..	1	1	(*e*)	..	...	...	
Welfare Officer	1	1	(*d*)	...	...	...	
Statistical Investigator ..	1	1	27	15	13	(L)	
Statistical Assistants ..	1	2	20	18	(*a*)	...	
Central Public Service Commission :							
Senior Psychologist ..	1	2	8	(*f*)	..	...	
Senior Psychologist ..	1	2	11	(*f*)	..	..	
Statistical Assistant ..	1	4	9	9	8	(L)	
Planning Division	47	60					
Chief (International Economics)	1	1	3	(*c*)	..	..	
Chief Health	1	1	1	(*c*)	..	..	
Chief (Housing & Settlement)	1	1	7	(*c*)	..	..	
Joint Chief Economist ..	1	1	4	(*c*)	..	..	
Deputy Chief (Transportation & Communication) ..	1	1	11	(*c*)	..	..	
Deputy Chief (General Economics)	1	1	15	(*c*)	..	..	
Deputy Chief (International Economics)	1	1	7	(*c*)	...	...	
Deputy Chief (Demography)	1	1	9	(*c*)	...	..	
Deputy Chief (Econometrics)	1	1	3	(*c*)	...	..	
Deputy Chief (Fiscal & Monetary Section) ..	1	1	13	(*c*)	...	..	
Deputy Chief (Industries & Commerce	1	1	24	(*c*)	...	..	
Deputy Chief (Agriculture & Food)	1	1	11	(*c*)	..	..	
Deputy Chief (Education) ..	1	1	18	(*c*)	..	..	
Deputy Chief (Evaluation) ..	1	1	10	(*c*)	..	..	
Deputy Chief (Water & Power)	1	1	9	(*c*)	..	..	

APPENDIX 'C'—contd.

1	2	3	4	5	6	7	8
Senior Testing Officer (Hides & Skins)	1	3	(*d*)	..	..	..	
Senior Grading Officer (Hides & Skins)	1	3	(*d*)	..	..	..	
Senior Wool Grading Officer	1	1	(*d*)	..	..	..	
Junior Testing Officer (Hides & Skins)	1	3	(*d*)	..	..	..	
Junior Grading Officer (Hides & Skins)	1	3	(*d*)	..	..	..	
Wool Testing Officer ..	1	1	16	13	12	1	
Survey Officer	1	1	11	7	4	(*l*)	
Research Officer	1	1	(*b*)	..	..	..	
Statistical Officer	1	1	(*d*)	..	..	..	
Wool Testing Assistant ..	1	1	5	4	3	1	
Hair Grading Inspector ..	1	2	4	3	(*a*)	..	
Grading Inspector (Coriander Seed)	2	2	(*d*)	..	..	..	
Grading Inspector (Hides & Skins)	1	35	(*d*)	..	..	..	
Testing Assistants (Hides & Skins)	1	24	(*d*)	..	..	..	
Forest Department :—							
Plant Physiologist ..	1	1	3	2	(*a*)	..	
Mechanical Engineer ..	1	1	4	4	2	(*l*)	
Assistant Silviculturist ..	1	2	23	20	(*a*)	..	
Forest Economist	1	1	..	(*e*)	..	..	
Medicinal Plant Botanist ..	1	1	(*d*)	..	..	..	
Economic Botanist ..	1	1	4	3	3	1	
Watershed Management & Soil Conservation Officer	1	1	6	(*c*)	..	..	
Junior Research Officer (Woodworking) ..	1	1	(*d*)	..	..	..	
Junior Research Officer (Timber Physics) ..	1	1	(*d*)	..	..	..	

APPENDIX 'C'—contd.

1	2	3	4	5	6	7	8
Marine Fisheries Deptt. :—							
Biologist	1	1	9	4	(*a*)	..	
Oceanographer	1	1	3	1	(*a*)	..	
Assistant Director ..	1	1	7	6	(*a*)	..	
Marketing Officer ..	1	1	(*d*)	..	..	..	
Statistical Officer	1	1	(*d*)	..	..	..	
Plant Protection Deptt. :—							
Pilot	1	5	16	(*h*)	..	..	
Chemist	1	1	(*d*)	..	..	..	
Assistant Entomologist ..	1	2	2	2	2	(*l*)	
Assistant Quarantine Entomologist	1	1	4	3	2	(*l*)	
Junior Engineer (Aviation) ..	1	1	2	2	2	(*l*)	
Electronic Mechanic ..	1	1	(*d*)	..	..	..	
Assistant Aerial Pest Control Officer	1	1	(*d*)	..	..	..	
Zoological Survey Deptt. :—							
Zoologist	1	1	(*d*)	..	..	..	
Wild Life Preservation Officer	1	1	(*d*)	..	..	..	
Works Division	5	7	..	..	..	..	
Rehabilitation	2	2	..	..	..	..	
Deputy Custodian of Evacuee Property	1	1	9	9	(*f*)	..	
Deputy Settlement Commissioner	1	1	20	12	(*a*)	..	
Works							
Pakistan Public Works Department :—							
Senior Architect	1	2	3	2	2	(*f*)	
Junior Architect	1	2	1	(*f*)	..	..	
Junior Architect	1	1	(*d*)	..	..	..	

APPENDIX 'C'—contd.

1	2	3	4	5	6	7	8
Ministry of Commerce	*8	22					
Controller of Insurance ..	1	1	9	6	(*a*)	..	
Officer on Special Duty ..	1	1	1	(*f*)	..	..	
Statistician	1	1	(*e*)	..	..	..	
Statistician	1	1	11	11	(*a*)	..	
Economic Investigator ..	1	1	11	11	(*a*)	..	
Tariff Commission :—							
Cost Accounts Officer ..	1	1	(*b*)	..	..	..	
Research Officer	1	1	6	6	(*a*)	..	
Investigator	1	1	6	(*j*)	..	..	
Bureau of Tourism :—							
Deputy Director	1	2	39	23	(*a*)	..	
Statistician	1	1	2	2	2	(*f*)	
Statistician	1	1	(*d*)	..	..	..	
Public Relations Officer ..	1	3	(*d*)	..	..	..	
Jute Board :—							
Director (External Marketing & Industry Division) ..	1	1	7	4	4	(*l*)	
Director (Statistical & Research)	1	1	17	12	3	(*l*)	
Assistant Director ..	1	2	28	20	19	(*l*)	
Research Officer (Statistical & Research)	1	1	20	8	8	(*l*)	
Statistical Officer	1	1	18	8	(*a*)	..	
Private Secretary to Vice-Chairman	1	1	30	2	2	(*l*)	
Ministry of Communication ..	*4	16					
Deputy Director (Navigation Directorate)	1	2	6	(*c*)	..	..	
Assistant Director (Navigation)	1	1	3	2	(*a*)	..	
Directorate General of Telegraph :—							
Lady Assistant Surgeon ..	1	1	2	2	2	(*f*)	
Medical Officer	1	1	(*e*)	..	..	..	
Progress Officer	1	1	(*d*)	..	..	..	

APPENDIX " C "—contd.

1	2	3	4	5	6	7	8
Director General of Post Offices :—							
Assistant Engineer (Development Wing)	1	1	(*j*)				
Assistant Engineer (Post Mechanisation)	1	1	(*d*)				
Assistant Engineer (Development)	1	1	(*d*)				
Directorate General of Ports & Shipping :—							
Nautical Instructor ..	1	1	1	(*c*)			
Engineer Instructor ..	1	1	..	..	..	1(*g*)	
Nautical Surveyor ..	1	2	(*b*)				
Deputy Port Haj Officer ..	1	1	8	3	2	1	
Electrical Officer	1	1	1	(*f*)			
Electrical Officer	1	1	(*b*)				
Ministry of Defence	8	24					
Civil Aviation Department :—							
Deputy Director (Regulation & Information) ..	1	1	3	(*f*)			
Inspector Glider Pilot ..	1	1	1	1	(*a*)		
Trainee Officer (Aerodrome)	1	16	..	..	..	16(*g*)	
Military College of Engineering, Risalpur :—							
Prof. in Civil Engineering ..	1	1	1	(*f*)			
Lecturer in Electrical & Mechanical Engineering ..	1	1	(*e*)				
Lecturer in Civil Engineering	1	2	(*e*)				
Meteorological Deptt.							
Electronic Scientist ..	1	1	(*d*)				
Workshop Engineer ..	1	1	(*d*)				
Ministry of Education, Information & Broadcasting.	37	82					
Education Division	15	22					
Assistant Educational Adviser (Technical)	1	2	17	12	(*a*)		
Assistant Educational Adviser (General)	1	2	9	9	(*a*)		
Technical Assistants ..	1	6	12	11	(*a*)		

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Central Bureau of Education :—							
Specialist (Audio Visual) ..	1	1	35	(*m*)			
Statistician	1	1	8	(*m*)			
Technical Assistants Statistics)	1	1	(*d*)				
Technical Assistant (Documentation)	1	1	3	3	(*a*)		
Department of Archaeology :—							
Architect..	1	1	2	(*f*)			
Architect for Historical Monuments	1	1	(*d*)				
Assistant Architect ..	1	1	(*e*)				
Assistant Electrical Engineer.	1	1	(*b*)				
Directorate of Archieves and Libraries:—							
Research Officer	1	1	9	9	(*a*)		
Research Officer	1	1	10	9	(*a*)		
Assistant Director ..	1	1	(*d*)				
Microfilming Assistant ..	1	1	(*d*)				
Information and Broadcasting Division	22	60					
I. & B. Division :—							
Public Relations Officer ..	1	1	(*d*)				
Assistant Public Relations Officer	1	1	(*d*)				
Basic Democracies :—							
Evaluation and Research Officer	1	1	(*d*)				
Research Officer ..	1	1	(*d*)				
Statistical Assistant ..	1	1	(*d*)				
Department of Films and Publications :—							
Laboratory Superintendent	1	1	4	3	(*a*)		
Scenerist	1	1	(*d*)				
Assistant Editor (Bengali)	1	1	(*d*)				

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Radio Pakistan :—							
Assistant News Editor ..	1	1	..	..	..	1(*g*)	
Reference Officer ..	1	1	(*d*)				
Radio Engineers ..	1	19	(*d*)				
Sub-Editor	1	1	(*d*)				
Pushto Supervisor ..	1	1	5	5	(*a*)		
Bengali Supervisor ..	1	1	24	22	(*a*)		
Urdu Supervisor ..	1	1	24	21	(*a*)		
Bureau of National Research and References :—							
Senior Research Officer ..	1	8	(*b*)				
Junior Research Officer ..	1	8	(*b*)				
Research Officer ..	1	2	22	15	(*a*)		
Librarian *cum* Public Relations Officer ..	1	1	(*d*)				
Press Information Department :—							
Information Officer ..	1	1	(*d*)				
Photographic Editor ..	1	1	(*d*)				
Assistant Information Officer	1	6	(*d*)				
Ministry of Finance	8	30					
Associated Economist (Finance service Academy)	1	1	1	1	1	(*f*)	
Associate Economist (Finance service Academy)	1	1	4	(*c*)			
Lecturer (Finance service Academy)	1	1	5	3	3	1	
Research Officer	1	1	(*d*)				
Central Board of Revenue :—							
Marine Superintendents ..	1	2	8	7	(*a*)		
Appraisers	1	9	(*d*)				
Appraisers (Technical) ..	1	5	(*d*)				
Appraisers (Non-Technical)	1	10	(*d*)				

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Ministry of Health, Labour and Social Welfare	60	98					
Health Division	53	88					
Director (Malaria Institute)..	1	1	4	2	(*a*)		
Professor (Paediotrics) ..	1	1	1	1	1	1	
Professor (Paediotric surgery)	1	1	1	1	1	1	
Bio-Chemist (Sr.)	1	1	(*d*)				
Eye Surgeon	1	1	10	10	(*a*)		
Parasitologist	1	1	3	3	(*a*)		
Associated Surgeon (Obstratrics and Gynaechology) ..	1	1	5	5	3	1	
Associate Surgeon and Assistant Prof. (Peldiotrics) ..	1	1	6	(*e*)			
Psychologist (Neuro Psychia-(tric clinic).	1	1	4	2	(*a*)		
Public Health Engineer ..	1	1	2	2	1	(*f*)	
Medical Officer In-charge leprosy clinic)	1	1	1	1	1	1	
Officer In-Charge T. B. ..	1	1	2	2	1	(*l*)	
Associated Physician (Paediotric) and Assistant Prof. (Childrens Hospital) ..	1	1	3	(*c*)			
Deputy Medical Superintendent	1	1	2	2	(*a*)		
Assistant Secretary (Pharmaceutical Committee) ..	1	1	1	1	(*a*)		
Medical Officer	1	11	..	..	..	17(*g*)	
Statistical Officer	1	1	23	13	(*a*)		
Statistical Officer (Publication)	1	1	9	4	3	2	
Statistical Officer	1	1	3	(*f*)			
Senior Accountant ..	1	1	9	3	(*a*)		
Malaria Officer (Entomology)	1	1	2	..	..	(*f*)	
Medical Officer	1	20	(*d*)				
Malaria Officer (T.B. Control)	1	1	(*d*)				
Estate Officer	1	1	(*d*)				
Biochemist (Senior) ..	1	1	(*d*)				
Clinicians	1	2	(*d*)				

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Professor of Neuro Surgery	1	1	(*d*)				
Dental Surgeon	1	1	(*d*)				
Officer-in-Charge, B.C.G. ..	1	1	(*d*)				
Statistical Officer, T. B. Control	1	1	(*d*)				
Medical Superintendent ..	1	1	(*d*)				
Lady Assistant Surgeon ..	1	1	(*d*)				
Directorate of Central Health Establishment & Stores :—							
Relief Supply Officer	1	1	(*d*)				
Assistant Manager, UNICEF	1	1	(*d*)				
Brace Shop Supervisor ..	1	1	4	4	4	(*l*)	
Post Graduate Medical Centre :—							
Assistant Professor Pathology).	1	1	4	3	1	1	
Assistant Professor (Physiology)	1	1	..	..	(*e*)	..	
Assistant Professor (Anatomy)	1	1	3	3	(*a*)	..	
Electronic Technician ..	1	1	12	3	2	(*l*)	
Bureau of Laboratories :—							
Deputy Director ..	1	1	4	(*c*)			
Deputy Director (Central Drug Lab.)	1	1	(*d*)				
Family Planning :—							
Director	1	1	(*d*)				
Deputy Director ..	1	1	4	4	4	(*l*)	
Research Officer (Media)	1	1	7	6	(*a*)		
Statistical Officer ..	1	1	2	2	2	1	
Medical Officer	1	2	1	1	(*a*)	..	
Field Research Officer (Medical)	1	3	(*d*)				
Research Officers (Social Scientist)	1	3	(*d*)				
Research Botanist ..	1	1	(*d*)				

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Port Health Officer ..	1	1	(*d*)	..	..	..	
Deputy Port Health Officer	1	1	(*d*)	..	..	..	
Airport Health Officer ..	1	1	(*d*)	..	..	..	
Demagrapher	1	1	(*d*)	..	..	..	
Labour and Social Welfare Division	7	10					
Director (Vocational training	1	1	(*d*)	..	..	..	
Director (Productivity) ..	1	2	12	7	(*a*)	..	
Officer on Special Duty (Social Security) ..	1	1	12	5	(*a*)	..	
Research Officer	1	1	21	(*e*)	..		
Seamen's Welfare Officer ..	1	2	35	10	(*a*)	..	
Secretary (Minimum Wages Council)	1	1	14	12	(*j*)	..	
Assistant Shipping Master ..	1	2	(*d*)	..	..	..	
Ministry of Home and Kashmir,	4	4					
Home Affairs Division ..	4	4					
Assistant Director (Civil Defence)	1	1	(*d*)	..	..	..	
Assistant Director (Research)	1	1	(*d*)	..	..	..	
Research Officer	1	1	13	5	(*a*)	..	
Instructor, Civil Defence Academy	1	1	(*d*)	..	..	..	
Kashmir Affairs Division —	—						
Ministry of Industries and Natural Resources	45	157					
Industries Division	17	30	..				
Statistical Officer	1	1	(*d*)	..	..	..	
Statistical Officer	1	1	(*d*)	..	..	..	
Vocational Instructor (Electric Technology) ..	1	1	(*d*)	..	..	..	
Vocational Instructor (Mechnical)	1	1	(*d*)	..	..	..	
Vocational Instructor (wood working)	1	1	(*d*)	..	..	..	
Vocational Instructor (welding)	1	1	(*d*)	..	..	..	
Vocational Instructor (wood working cabinet) ..	1	1	(*d*)	..	..	..	

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Investment Promotion and Supplies :—							
Assistant Director of Inspection (technical) ..	1	1	18	9	(a)	..	
Assistant Director (Evaluation and Statistics) ..	1	1	(d)	..	..	..	
Assistant Director ..	1	1	(d)	..	..	..	
Examiners of Stores (Mechnical Engineering) ..	1	10	(d)	..	..	..	
Examiners of Stores (Electrical)	1	1	(d)	..	..	..	
Examiners of Stores (Civil)	1	1	(d)	..	..	..	
Examiners of Stores (Timber)	1	1	(d)	..	..	..	
Examiners of Patents (Chemical)	1	3	(d)	..	..	..	
Examiner of Patent (paper)	1	2	(d)	..	..	..	
Examiner of Stores (Jute)	1	2	(d)	..	..	..	
Natural Resources Division ..	28	127					
Assistant Director (Technical)	1	2	10	8	(a)	..	
Office of the Chief Engineering Adviser :—							
Assistant Director (net work Analysis) ..	1	1	3	2	(a)	..	
Administrative Officer ..	1	1	(d)	..	..	..	
Geological Survey of Pakistan :—							
Deputy Director (Admn.)	1	1	24	12	(a)	..	
Senior Mining Geologist	1	1	11	9	(a)	..	
Geophysicist	1	1	11	6	(a)	..	
Senior Chemist	1	2	11	10	(a)	..	
Drilling Engineer ..	1	6	27	8	(a)	..	
Assistant Geophysicist ..	1	6	71	48	(a)	..	
Assistant Director (Geologist)	1	8	49	46	(a)	..	
Mining Geologist ..	1	1	(d)	..	..	..	
Senior Geophysical Engigineer	1	1	(d)	..	..	..	
Assistant Publication Officer	1	1	..	(c)	..	..	

APPENDIX "C"—contd.

1	2	3	4	5	6	7	8
Assistant Director (Admn. & Cord.)	1	1	17	7	7	(*l*)	
Assistant Director (Asstt. Geologist)	1	45	120	112	91	41	
Chemist	1	1	9	6	(*a*)	..	
Editor	1	1	7	5	5	(*l*)	
Accounts Officer	1	1	19	9	9	(*l*)	
Officer-in-charge drawing office)	1	1	13	11	11	1	
Geophysical Engineer ..	1	1	8	4	4	(*f*)	
Assistant Drilling Engineer	1	24	53	46	38	24	
Assistant Chemist	1	9	54	38	30	9	
Head Surveyor	1	2	19	7	7	2	
Workshops Superintendent	1	2	14	9	7	2	
Curators	1	2	5	5	5	2	
Transport Officer ..	1	1	5	4	4	1	
Stores Officer	1	1	25	8	8	1	
Assistant Photogrammetrist	1	3	10	7	7	3	
Ministry of Law and Parliamentary Affairs	6	9					
Law Division	1	1					
Member Income tax appellate tribunal	1	1	(*d*)	..	..	..	
Parliamentary Affairs Division ..	5	8					
Secretary (Advisory Council of Islamic Ideology) ..	1	1	4	(*c*)	..	..	
National Assembly Secretariat :—							
Official Reporter (English)	1	3	19	19	1	(*l*)	
Official Reporter (Urdu) ..	1	1	(*k*)	..	..	..	
Editor of Debates ..	1	1	(*j*)	..	..	..	
Translator (Bengali) ..	1	2	6	(*l*)	..	..	

ANNEXURES TO APPENDIX 'C'

List of Recruitment cases where candidates have been recommended.

1. Medical Officer-in-Charge, Special Leprosy Clinic, Karachi, Health Division, Class I.
2. Assistant Professor of Pathology, Postgraduate Medical Centre, Karachi, Health Division, Class I.
3. Lecturer in the Finance Services Academy, Ministry of Finance, Class I.
4. Associate Surgeon (Obstetrics & Gynaecology) and Assistant Professor of Surgery, Jinnah Central Hospital, Karachi, Health Division, Class I.
5. Wool Testing Assistant, Department of Marketing Intelligence and Agricultural Statistics, Agriculture Division, Class II.
6. Statistical Officer (Publications), Health Division, Class II.
7. Economic Botanist, Pakistan Forest Institute, Peshawar, Class II.
8. Technical Officer (Agriculture), Food and Agriculture Council, Class II.
9. Wool Testing Officer, Department of Marketing Intelligence and Agricultural Statistics, Class II.
10. Deputy Port Hajj Officer, Communications Division, Class II.
11. Statistical Officer, Directorate of Family and Health Education, Health Division, Class II.
12. Professor of Paediatrics, Childern's Hospital, Karachi, Health Division, Class I.
13. Professor of Paediatric Surgery, Children's Hospital, Karachi, Health Division, Class I.
14. Forty five Assistant Directors (Assistant Geologists), Class II, Geological Survey of Pakistan.
15. Nine Assistant Chemists, Class II, Geological Survey of Pakistan.
16. Twenty-four Assistant Drilling Engineers, Class II, Geological Survey of Pakistan.
17. Officer in Charge, Drawing Office, Class II, Geological Survey of Pakistan.
18. Two Head Surveyors, Class II, Geological Survey of Pakistan.
19. Stores Officer, Class II, Geological Survey of Pakistan.
20. Two Curators, Class II, Geological Survey of Pakistan.
21. Two Workshop Superintendents, Class II, Geological Survey of Pakistan.
22. Transport Officer, Geological Survey of Pakistan, Class II.
23. Three Assistant Photogrammetrists, Geological Survey of Pakistan.
24. Consultant|O.S.D. for National Income Commission, Economic Affairs Division, Class I.

II. *List of Recruitment cases where no candidate could be recommended*

1. Lady Assistant Surgeon, Telegraph and Telephone Department Telegraph Workshops, Kotri, Class II.
2. Senior Psychologist, Central Public Service Commission, Class I.
3. Statistician, Bureau of Tourism, Ministry of Commerce, Class II.
4. Associate Economist, Finance Services ACADEMY, Ministry of Finance, Class I.
5. Professor in Civil Engineering, Military College of Engineering, Risalpur, Class I.
6. Assistant Director of Research (Agriculture), Food and Agriculture Council, Agriculture Division, Class I.
7. Electronic Technician, Postgraduate Medical Centre, Karachi, Class II.
8. Architect for Historical Monuments, Department of Archaeology, Education Division, Class I.
9. Public Health Engineer, Health Division, Class I.
10. Officer on Special Duty, Ministry of Commerce, Class I.
11. Statistical Officer, Directorate of T.B., Health Division, Class II.
12. Nautical Instructor, Mercantile Marine Academy, Directorate General of Ports and Shipping, Ministry of Communications, Class I.
13. Translator in Russian Language, President's Secretariat, Class II, Cabinet Division.
14. Electrical Officer, Chalna Anchorage, Ministry of Communications, Class II.
15. Experimental Officer, Intelligence Bureau, Class II.
16. Deputy Director, (Regulations and Information), Civil Aviation, Class I.
17. Geophysical Engineer, Class II, Geological Survey of Pakista
18. Junior Architects, Pakistan Public Works Department, Class
19. Senior Architect, Pakistan Public Works Department, Class
20. Lecturer in Public Administration, Civil Service Academ Establishment Division, Class I.
21. Malaria Officer, Entomology, Malaria Institute of Pakist Health Division, Class II.
22. Two Senior Psychologists, Central Public Service Commissi Class I.

III. List of Recruitment cases where no application was received in response to Commission's advertisement.

1. Lecturer in Electrical and Mechanical Engineering, Military College of Engineering, Risalpur, Class II.
2. Two Lecturers in Civil Engineering in the Military College of Engineering, Risalpur, Class II.
3. Assistant Architect, Department of Archaeology, Class I.
4. Welfare Officer (Women), Establishment Division, Class II.
5. Statistician, Economic Research Cell, Ministry of Commerce, Class I.
6. Medical Officer, Class II, Telegraph Workshop Dispensary, Kotri.
7. Research Officer, Water and Power Section, Class II, Planning Commission.
8. Forest Chemist, Pakistan Forest Institute, Agriculture Division, Class I.
9. Assistant Professor of Physiology, Postgraduate Medical Centre, Karachi, Class I.

IV. *List of Recruitment cases withdrawn by Government before the posts were advertised.*

1. Two posts of Deputy Chiefs, Regional Planning, Perspective Planning Section, Class I, Planning Commission.
2. Deputy Chief (Social Planning), Perspective Planning Section, Class I, Planning Commission.
3. Editor of Debates, National Assembly Secretariat, Class II.

V. *List of Recruitment cases withdrawn by Government after the posts were advertised but before interviews were held.*

1. Deputy Custodian, Evacuee Property, Rehabilitation and Works Division, Class I.
2. Two Research Officers (Women) Bureau of National Reconstruction, Class II.
3. Assistant Engineer, Development Wing, Directorate General, Pakistan Post Offices.
4. Secretary, Minimum Wages Council, Labour and Social Welfare Division, Class II.
5. Investigator, Tariff Commission, Class II.
6. Secretary, Advisory Council of Islamic Ideology, Parliamentary Affairs Division, Class I.

VI. List of Recruitment cases where a written test was held before interview.

1. Private Secretary to the *Vice*-Chairman, Jute Board, Ministry of Commerce, Class II.
2. Three Official Reporters (English), National Assembly, Class II.

VII. *List of unadvertised cases of 1963, where permission of the Commission was sought for making* ad hoc *appointments until the availability of the Commission's nominees.*

1. Field Co-ordinator in the Central Statistical Office.
2. Two translators one each of Russian & Chinese Languages.
3. Four Economic Investigators in the Labour and Social Welfare Division.
4. Chief for Housing & Settlement Section, Planning Commission.
5 Instructors in the Swedish Pakistani Institute of Technology, Landhi, Karachi.
6. Two professors of Paediatrics and Professor Paediatrics Surgery at Childern's Hospital, Karachi.
7. Pilot in the Department of Plant Protection.
8. Chief for Health Section of the Planning Commission.
9. Deputy Chief for Evaluation Section of the Planning Commission.
10. Deputy Chief for Agriculture & Food Section of the Planning Commission.
11. Deputy Chief Industries & Commerce Section of the Planning Commission.
12. Deputy Chief for Water & Power Section of the Planning Commission.
13. Assistant Chief for Transport & Communications Section of the Planning Commission.
14. Assistant Chief for Water & Power Section of the Planning Commission.
15. Two Research Officers for Industries and Commerce Section of the Planning Commission.
16. Three Research Officers for Agriculture and Food Section of the Planning Commission.
17. Research Officer for Water & Power Section of the Planning Commission.
18. Two Research Officers for Transport and Communications Section of the Planning Commission.
19. Research Officers for Housing & Settlement Section of the Planning Commission.
20. Research Officer for Education Section of the Planning Commission.
21. Research Officer for Health Section of the Planning Commission.
22. Research Officer for Manpower of the Planning Commission.

23. Research Officer for Evaluation Section of the Planning Commission.

24. Two Economic Investigators for Education Section of Planning Commission.

25. Economic Investigator for Agriculture & Food Section of the Planning Commission.

26 Economic Investigator for Water & Power Section of the Planning Commission.

27 Two Economic Investigators for Transport and Communications Section of the Planning Commission.

28. Two Economic Investigators for Development Authorisation Section of the Planning Commission.

29. Deputy Chief for Education Section of the Planning Commission.

30. Two Senior Chemists in the Geological Survey of Pakistan.

31. Chief for International Economic Section, Planning Commission.

32. Production Manager in the Department of Films & Publications.

33. Research Associate in the Civil Service Academy, Lahore.

34. Films Distribution Officer in the Department of Films and Publications.

35. Survey Officer in the Central Statistical Office.

36. Editor, Radio Publications, Radio Pakistan.

37. Chief for International Economics Section in the Planning Commission.

38. Census Research Officers (Agri. Census), Ministry of Food & Agriculture.

39. Research|Statistical Officer in the Central Statistical Office.

40. Statistical Investigator & Two Statistical Assistants in the Establishment Division.

41. Medical Officer in T.B. Centre, Rawalpindi.

42. Malaria Officer (Entomology) in the Malaria Institute of Pakistan.

43. Secretary, Advisory Council of Islamic Ideology, Lahore.

44. Eye Surgeon, J. C. H. Karachi.

45. Production Manager, Department of Films and Publications.

46. Research Associate in the Civil Service Academy, Lahore.

47. Official Reporter (Urdu) for the National Assembly Secretariat.

48. Judical Member, Income Tax Appellate Tribunal.

49. Assistant Education Adviser (General), Education Division.

50. Cameraman in the Department of Films and Publications.

51. Statistical Investigator, Central Statistical Office.

52. Two Research Officers, National Income Commission.

53. Assistant Information Officer in the Press Information Department.

54. Assistant Commissioner, Pakistan Agricultural Census.

55. Deputy Chief for Fiscal and Monetary Section of the Planning Commission.

56. Research Officer for Fiscal and Monetary Section of the Planning Commission.

57. Economic Investigator for Fiscal & Monetary Section of the Planning Commission.

58. Assistant Chief for General Economic Section of the Planning Commission.

59. Research Officer for General Economic Section of the Planning Commission.

60. Two Economic Investigators for General Economic Section of the Planning Commission.

61. Deputy Chief (Econometrics) for Perspective Planning Section of the Planning Commission.

62. Two Deputy Chiefs (Regional Planning) for Perspective Planning Section of the Planning Commission.

63. Deputy Chief (Social Planning) for Perspective Planning Section of the Planning Commission.

64. Deputy Chief (Demography) for Perspective Planning Section of the Planning Commission.

65. Assistant Chief (Econometrics) for Perspective Planning Section of the Planning Commission.

66. Research Officer for Perspective Planning Section of the Planning Commission.

67. Deputy Chief General Economic Section of the Planning Commission.

68. Deputy Chief International Economic Section of the Planning Commission.

69. Assistant Chief Economic Research Section of the Planning Commission.

70. Assistant Chief International Economic Section of the Planning Commission.

71. Economic Investigator Health Section of the Planning Commission.

72. Joint Chief Economist, Planning Commission.

73. Deputy Chief Transport & Communications of the Planning Commission.
74. Senior Chemist, Geological Survey of Pakistan.
75. Geophysicist, Geological Survey of Pakistan.
76. Editor, Geological Survey of Pakistan.
77. Deputy Director (Administration), Geological Survey of Pakistan.
78. Assistant Director (Geologists), Geological Survey of Pakistan.
79. Assistant Geophysicist, Geological Survey of Pakistan.
80. Chemists, Geological Survey of Pakistan.
81. Drilling Engineers, Geological Survey of Pakistan.
82. Assistant Directors (Administration & Coordination), Geological Survey of Pakistan.
83. Accounts Officer, Geological Survey of Pakistan.
84. Assistant Director (Assistant Geologists), Geological Survey of Pakistan.
85. Geophysical Engineer, Geological Survey of Pakistan.
86. Assistant Chemists, Geological Survey of Pakistan.
87. Assistant Drilling Engineers, Geological Survey of Pakistan.
88. Photogrammetrist|Assistant Photogrammetrist, Geological Survey of Pakistan.
89. Head Surveyor, Geological Survey of Pakistan.
90. Workshop Superintendent, Geological Survey of Pakistan.
91. Transport Officer, Geological Survey of Pakistan.
92. Stores Officer, Geological Survey of Pakistan.
93. Officer-in-Charge, Drawing Office, Geological Survey of Pakistan.
94. Curator, Geological Survey of Pakistan.
95. Investigator in the Regional Office at Dacca of the Department of Trade Promotion and Commercial Intelligence.
96. Survey Officer, Class II in the Central Statistical Office.

APPENDIX ' D ' (Para. 66)

POSITION OF RECRUITMENT CASES OF 1962 CARRIED OVER To 1963

Ministry/Division	Requisitions Pending	No. of posts	Applicants	Selected for interview	Actually interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
President's Secretariat	14	42					
Cabinet Division	1	1					
Intelligence Bureau :—							
Experimental Officer ..	1	1	..	*(*f*)	..	..	
Economic Affairs Division ..	4	31					
Evaluation Officer ..	1	2	23	*14	(*a*)	..	
Central Statistical Office ..							
Survey Officer	1	4	57	*17	*15	(*l*)	
Statistical Investigator ..	1	14	54	35	(*a*)	..	
Field Co-ordinator ..	1	11	*80	*48	(*a*)	..	
Establishment Division ..	6	7					
Statistical Officer ..	1	1	..	..	..	*1(*g*)	
Research Officer ..	1	1	8	7	4†*2	*1	
Staff Welfare Officer ..	1	1	3	2	*2	*1	
Statistical Investigator ..	1	1	*8	*5	*2	*1	
Central Public Service Commission :—							
Educational consultant ..	1	1	31	14	12	*1	
Senior Psychologist ..	1	2	14	11	8	*1(*n*)	
Planning Division	3	3					
Deputy Chief (Housing and Settlement) ..	1	1	9	4	*3	*1	
Librarian	1	1	4	*3	*3	*1	
Economic Investigator ..	1	1	*13	*(*h*)	..	..	
Ministry of Food and Agriculture	28	33					
Food Division	1	1	..	..	..	..	
Mechanical Engineer ..	1	1	2	2	2	*1	
Agriculture Division	27	32					
Statistician	1	1	*6	*5	*3	*1	

APPENDIX 'D' —contd.

1	2	3	4	5	6	7	8
Agricultural Economic and Statistics :–							
Librarian	1	1	5	3	2+ *1	*1	
Animal Husbandry Commission :—							
Assistant Research Officer (Brucellosis) ..	1	1	6	*4	*(*j*)	..	
Cooperation and Marketing Department :—							
Grading Officer (Coriander Seed and San Hemp)	1	1	5	3	1+2*	*1	
Grading Inspector (Eggs and Coriander) ..	1	2	4	*1	*1	*1	
Grading Inspector (Coriander Seed and San Hemp)	1	2	3	*3	*3	*2	
Wool Grading Inspector ..	1	1	3	*2	*2	*1	
Forest Department :—							
Divisional Officer ..	1	1	4	*4	*3	*1	
Senior Research Officer (Wood Pathology) ..	1	1	1	1	*1	(*f*)	
Sr. Research Officer (Timber)	1	1	1	*1	*1	*1	
Sr. Research Officer (Veneer)	1	1	3	3	*2	*1	
Forest Chemist.. ..	1	1	*3	*2	*2	*1	
Professor in Engg. and Survey	1	1	2	1	1	*1	
Marine Fisheries :—							
Biologist	1	1	*(*b*)	..			
Oceanographer	1	1	*(*b*)	..	..	..	
Asstt. Director (Socio-Economic)	1	1	*(*b*)	..	..	..	
Plant Protection Department:—							
Deputy Director (Research)*	1	1	*6	(*c*)	..	..	
Radio Entomologist ..	1	1	*(*c*)	..	..	..	
Chief Pilot	1	1	2	*2	*2	(*l*)	
Senior Engineer ..	1	3	2	2	..	*(*o*)	
Systematic Mycologist ..	1	1	3	3	*3	*1	
Asstt. Quarantine Mycologist	1	1	2	2	*2	*1	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Asstt. Aerial Pest Control Officer	1	1	1	*1	*1	(f)	
Health Physicist* ..	1	1	*2	*2	*1	*1	
Electronic Mechanic* ..	1	1	*6	*2	*2	(f)	
Assistant Chemist ..	1	2	5	*1	*(j)		
Zoological Survey Department :—							
Ichthyologist	1	1	4	3	2	*(o)	
Ministry of Rehabilitation and Works	2	4					
Rehabilitation Division ..	1	1					
Dy. Settlement Commissioner*	1	1	*5	*4	*4	(l)	
Works Division	1	3					
Pak. Public Works Department :—							
Junior Architect ..	1	3	*10	*10	*10	*2	
Ministry of Commerce ..	10	41					
Commerce Division	10	41					
Research Officer* ..	1	2	*30	*20	(a)	..	
Office of the Chief Controller of Imports and Exports :–							
Executive Officer ..	1	1	18	*13	*11	*1	
Tariff Commission :–							
Research Officer ..	1	1	*5	*4	*3	*1	
Bureau of Tourism :–							
Assistant Director/Tourist Officer	1	4	42	*31	*27	*4	
Public Relations Officer ..	1	5	69	21	14	*4	
Statistician	1	1	1	1	..	*(o)	
Tourist Officer* ..	1	2	*11	*10	*9	*2	
Tourist Information Asstt.	1	16	114	110	*84	*16	
Trade Promotion and Commercial Intelligence :–							
Research Officer ..	1	2	31	*29	(a)	..	
Investigator ..	1	7	51	*50	*39	*7	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Ministry of Communication ..	12	40					
Communication Division ..	12	40					
Deputy Director ..	1	2	*(*e*)	..	..	..	
Assistant Director ..	1	1	*2	*(*f*)	..	..	
Medical Specialist ..	1	1	6	*5	*2	*1	
Lecturer (Accountancy)	1	1	8	8	*5	*1	
Lecturer (Transport Economics)	1	1	3	3	*2	*1	
Executive Officer, Hajj Booking Office ..	1	1	(*d*)	..	..	..	
Hydrographer	1	3	*8	*6	*4	(*l*)	
Directorate General of Pakistan Telegraphs and Telephones:–							
Assistant Divisional Engineer	1	25	(*c*)	..	..	..	
Mercantile Marine Department :–							
Engineer and Ship Surveyor	1	1	1	..	..	*1(*g*)	
Administrative Officer ..	1	1	*13	*8	*8	(*l*)	
School Master	1	2	*8	*5	(*a*)	..	
Pakistan Western Railways:–							
Surgical Specialist ..	1	1	4	4	*3	*1	
Ministry of Defence	5	27					
Civil Aviation Department :–							
Executive Engineer ..	1	2	12	7	*6	*1	
Assistant Communication Officer	1	5	..	..	..	*5(*g*)	
Assistant Communication Engineer	1	4	..	..	..	*4(*g*)	
Cypher Department :—							
Asstt. Cypher Officer ..	1	1	9	8	5+2*	*1	
Meteorological Department :—							
Asstt. Meteorologists ..	1	15	40	*33	*26	*15	
Ministry of Education and Information	28	60					
Education Division	14	25					
Asstt. Educational Adviser	1	5	48	45	35	*5	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Department of Archaeology :—							
Asstt. Electrical Engineer	1	1	1	*1	..	*(f)	
Architect (Historical Monuments)	1	1	(e)	..	..	*(o)	
Superintendent of Publications	1	1	4	*4	*3	*1	
Asstt. Archaeological Engineer	1	1	(e)	..	..	*(o)	
Central Bureau of Education :—							
Publication Officer* ..	1	1	*20	*14	(a)	..	
Technical Assistant (Documentations)	1	1	2	2	*1	*1	
Technical Assistants (Statistics)	1	3	6	4	*3	*2	
Technical Assistant ..	1	6	*3	*3	*1	*1	
Directorate of Archives and Libraries :—							
Microfilming and Photostating Officer ..	1	1	5	*2	*2	*1	
Junior Microfilming and Photostating Officer ..	1	1	5	*3	*3	*1	
Bibliographer	1	1	7	*5	*4	*1	
Librarian	1	1	7	7	*6	*1	
Additional Librarian ..	1	1	3	3	*3	*1	
Information and Broadcasting Division	14	35					
Asstt. Press Attache* ..	1	1	*53	*23	(a)	..	
Publicity Officer ..	1	1	*10	*6	*5	(l)	
Copy-Writer	1	1	*7	*3	*3	*1	
Basic Democracy Wing :—							
Progress Evaluation Officer	1	1	5	*3	*2	*1	
Department of Films and Publications :—							
Film Producer	1	1	10	4	*3	*1	
Assistant Producer (Films)	1	3	12	11	*10	*3	
Assistant Laboratory Superintendent ..	1	1	6	6	*4	*1	
Manager, Pak Jamhuriat	1	1	*10	*4	*3	*1	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Script Writer	1	2	*9	*8	*7	(*l*)	
Scenerist	1	1	4	2	*2	*1	
Cameraman	1	3	11	*10	*10	*3	
Assistant Director, Pakistan Magazine	1	1	*(*j*)	..	..	..	
Radio Pakistan :—							
Radio Engineers ..	1	17	187	46	(*l*)	..	
Reference Officer ..	1	1	14	5	*3	*1	
Ministry of Finance ..	8	59					
Finance Division ..	8	59					
Resident Economist ..	1	1	4	1	*1	*1	
Lecturer in Finance Service Academy	1	1	(*d*)	..	..	..	
Central Board of Revenue :—							
Income Tax Officers ..	1	40	..	..	..	..	Since decided to recruit through CSS Exam.
Assistant Chemical Examiner	1	1	5	3	1	*1	
Statistical Officer* ..	1	6	*155	*42	(*a*)	..	
Marine Superintendent ..	1	2	*1	(*f*)	..	..	
Statistical Investigator* ..	1	1	*11	*9	*5	*1	
Statistical Investigator* ..	1	7	*117	*56	(*a*)	..	
Ministry of Health, Labour and Social Welfare	38	45					
Health Division ..	34	37					
Director, Central Drugs Laboratory	1	1	*1	(*c*)	..	..	
Deputy Director, Central Drugs Laboratory ..	1	1	5	*1	*1	*(*f*)	
Deputy Assistant Director General (Biostatistics) ..	1	1	1	1	*1	*1	
Deputy Assistant Director General (Industrial Health)	1	1	6	*5	*3	*1	
Deputy Assistant Director (Maternity and Child Health)	1	1	4	*3	*3	*1	
Advisory Pharmacist-*cum*-Chemist	1	1	7	6	*6	*1	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Radiologist	1	1	3	3	*1	*1	
E.N.T. Specialist ..	1	1	3	2	2	*1	
Medical Technologist ..	1	1	*11	(*h*)	..	..	
Senior Medical Officer ..	1	1	*7	*3	*3	(*f*)	
Officer Incharge, B.C.G.*	1	1	*1	*1	*1	(*f*)	
Port Health Officer ..	1	1	1	1	*1	(*f*)	
Medical Officer, Central Heart Clinic	1	1	*3	*3	*3	*1	
Manager, Animal Farm ..	1	1	5	4	3	*1	
Professor (Pathology)*	1	1	*4	*2	*1	*1	
Professor (Pharmacology		1	*3	*3	*3	*1	
Professor (Anatomy)* ..	1	1	*3	*3	*3	*1	
Assistant Professor (Physiology)*	1	1	*1	(*f*)	..	..	
Assistant Professor (Pharmacology)*	1	1	*3	*3	*1	*1	
Assistant Professor (Microbiology)*	1	1	*3	*2	*2	*1	
Assistant Professor (Biochemistry)*	1	1	*(*e*)	..	..	..	
Assistant Professor (Sociology)*	1	1	*4	*2	..	(*f*)	
Deputy Port Health Officer	1	1	2	1	*(*j*)	..	
Biochemist Senior ..	1	1	2	..	(*f*)	..	
Clinician Leader ..	1	1	1	(*f*)	..	..	
Clinician	1	3	2	*1	*1	*1	
Biochemist Leader ..	1	1	1	1	*1	*1	
Assistant Superintendent (General)	1	1	9	5	*4	*1	
Asstt. Depot Manager ..	1	1	6	2	*1	*(*o*)	
Assistant Chemist ..	1	1	1	..	(*f*)	*(*o*)	
Medical Officer, Family Planning*	1	1	*(*e*)	..	..	..	
Investigators	1	2	21	*21	*13	*2	
Bureau of Laboratories:— Deputy Section Officer*..	1	1	*1	*1	*1	*1	
Directorate of Nutrition Survey and Research:— Statistician	1	1	2	2	*1	*1	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Labour and Social Welfare Division	4	8					
Essential Personnel Officer	1	1	1	1	*1	*1	
Principal	1	3	7	4	*3	*1	
Assistant Essential Personnel Officer.. ..	1	1	5	2	*1	(*f*)	
Vice-Principal	1	3	14	9	*5	*1	
Ministry of Home and Kashmir Affairs	5	10					
Home Affairs Division ..	4	9					
Assistant Director ..	1	1	4	(*f*)	..	*(*o*)	
Statistical Officer ..	1	1	15	*5	*4	*1	
Investigator	1	1	*7	*3	*1	*1	
Bureau of National Reconstruction :—							
Research Officer ..	1	6	34	*(*j*)	..	..	
Kashmir Affairs Division ..	1	1					
Planning Officer* ..	1	1	*1	*1	*1	*1	
Ministry of Industries and Natural Resources	9	14					
Industries Division	7	11					
Examiner of Patents ..	1	5	3	3	*2	*2	
Department of Explosives :—							
Assistant Inspector of Explosives	1	1	4	3	2	*(*f*)	
Investment Promotion and Supplies :—							
Assistant Director ..	1	1	(*d*)	..	..	..	
Central Testing Laboratories:—							
Chemical Examiner ..	1	1	(*d*)	..	..	..	
Physical and Engg. Examiner	1	1	(*d*)	..	..	..	
Gauger-*cum*-Cement Examiner	1	1	(*d*)	..	..	..	
Textile Examiner ..	1	1	(*d*)	..	..	..	
Natural Resources Division ..	2	3					
Assistant Director (Soil Mechanics, etc.) ..	1	2	1	*(*j*)	..	..	

APPENDIX 'D'—contd.

1	2	3	4	5	6	7	8
Central Engineering Adviser :—							
Assistant Adviser (Civil Engineering)	1	1	5	4	3	(*f*)	
Ministry of Law and Parliamentary Affairs	3	3					
Law Divisions	1	1					
Income-tax Appellate Tribunal:—	2						
Registrar	1	1	56	37	*35	*1	
Parliamentary Affairs Division —	2	2					
National Assembly Sectt. :							
Editor of Debates ..	1	1	2	(*f*)	..	*(*o*)	
Official Reporter (English)	1	1	20	1	*1	*(*f*)	Written test held.

ANNEXURES TO APPENDIX 'D'

I. List of Recruitment Cases where candidates have been recommended.

1. Essential Personnel Officer, M|o Health, L & S. W. Division, Clalss I.
2. Librarian, Deptt. of Agricultural Economics and Statistics, Class II.
3. Assistant Communication Officers, Civil Aviation, Class I.
4. Assistant Communication Engineers, Civil Aviation, Class I.
5. Grading Officer, Coriander Seed & San Hemp Grading Scheme, Cooperation & Marketing Department.
6. Assistant Quarantine Mycologist, Deptt. of Plant Protection, Class I.
7. Seven Public Relations Officers, Bureau of Tourism.
8. Sixteen Tourist Information Assistants, Bureau of Tourism.
9. Systematic Mycologist, Deptt. of Plant Protection, Class I.
10. Two Reference Officers, Radio Pakistan, Class II.
11. Manager, Animal Farm, National Health Laboratories, Class I.
12. Film Producer, Department of Films & Publications, Class I.
13. Radiologist, Cancer Research Institute, Health Division Class I.
14. E.N.T. Specialist, Central Government Hospital, Rawalpindi, Health Division, Class I.
15. Deputy Chief, Housing & Settlements Section, Planning Commission, Class I.
16. Advisory Pharmacist-*cum*-Chemist, Health Division, Class I.
17. Assistant Superintendent, General, J.C.H., Health Division, Class II.
18. Surgical Specialist, P. W. Rly., Railway Board, Class I.
19. Scenerist, Films & Publications, Class II.
20. Assistant Cypher Officer, Department of Cyphers, Ministry of Defence, Class II.
21. Statistician, Directorate of Nutrition and Research, Health Division, Class II.
22. Mechanical Engineer, Food Division, Class I.
23. Assistant Laboratory Superintendent, Films and Publications.
24. Assistant Chemical Examiner, Custom House Laboratory, Class I.
25. Professor in Engineering & Surveying, Pakistan Forest Institute.
26. Five Examiners of Patents, Ministry of Industries.

27. Research Officer, Establishment Division.

28. Grading Inspector, Scheme for Grading Eggs, Cooperation and Marketing Department.

29. Executive Engineers, Civil Aviation Department, Class I.

30. Five Assistant Educational Advisers, Ministry of Education, Class I.

31. Medical Specialist, Railway Board, Class I.

32. Technical Assistant (Documentation) Central Bureau of Education, Class I.

33. Two Grading Inspectors (Coriander Seed and San Hemp), Marketing Intelligence & Agriculture Statistics.

34. Progress Evaluation Officer, Basic Democracies Wing, Class II.

35. Biochemist Leader, Health Division, Class I.

36. Clinician, Health Division, Class I.

37. Divisional Officer (Minor Forest Products) Forest Research Laboratory, Agriculture Division, Class I.

38. Senior Research Officer, Timber Physics Section, Forest Research Laboratory, Class I.

39. Senior Research Officer, Veneer Section, Forest Research Laboratory.

40. Executive Officer, Imports and Exports Central Organisation, Ministry of Commerce, Class II.

41. Lecturer, Accountancy, Railway Accounts Academy, Railway Wing, Class I.

42. Lecturer, Transport Economics, Railway Accounts Academy, Railway Wing, Class I.

43. Librarian, Central Secretariat, Library, Directorate of Archives and Libraries, Class II.

44. Additional Librarian, Liaquat National Library, Class II.

45. Deputy Assistant Director General Health (Biostatistics), Health Division, Class I.

46. Deputy Assistant Director General Health, Industrial Health, Health Division, Class I.

47. Deputy Assistant Director General Health (M.C.H.), Health Division, Class I.

48. Bibliographer, Liaquat National Library, Directorate of Archives & Libraries, Class II.

49. Statistical Officer, Home Affairs Division, Class II.

50 Senior Psychologist, Central Public Service Commission, Class I.

51. Junior Microfilming and Photostating Officer, Directorate of Archives and Libraries, Class II.

52. Three Vice Principals, Technical Training Centres, Labour and Social Welfare Division, Class II.

53. Three Principals, Technical Training Centres, Labour and Social Welfare Division, Class I.

54. Educational Consultant, Central Public Service Commission, Class I.

55. Seven Investigators. Trade Promotion & Commercial Intelligence.

56. Wool Grading Inspector, Department of Marketing Intelligence and Agriculture Statistics, Class II.

57. Librarian, Planning Commission, Class II.

58. Engineering and Ship Surveyor, Mercantile Marine Department, Class I.

59. Microfilming and Photostating Officer, Directorate of Archives and Libraries.

60. Staff Welfare Officer, Establishment Division, Class II.

61. Resident Economist, Finance Service Academy, Ministry of Finance, Class I.

62. Three Technical Assistants (Statistics), Central Bureau of Education.

63. Superintendent of Publications, Department of Archaeology, Class I.

64. Four Assistant Directors (Tourism) Department of Tourism, Class I.

65. Three Cameramen, Deptt. of Films and Publication, Class II.

66. Fifteen Assistant Meteorologists, Pakistan Meteorological Department, Class II.

67. Two Investigators, Health Division, Class II.

68. Six Technical Assistants, Education Division, Class II.

69. Statistical Investigator, Establishment Division, Class II.

70. Forest Chemist. Pakistan Forest Institute.

71. Three Assistant Producers (Films), Films and Publication Department.

72. Investigator in the Census Organisation (Home Affairs Division), Class II (Non-gazetted).

73. Research Officer, Tariff Commission, Class II.

74. Copy writer, Information and Broadcasting Division.

75. Three Junior Architects, Public works Department.

76 Statistician, Secretariat of Food and Agriculture Council, Class I.

77. Two Tourist Officers, Department of Tourism, Class I.

78. Manager, Pak Jam-Huriat Weekly, Dacca.
79. Planning Officer, Kashmir Affairs Division, Class I.
80. Statistical Investigator, Central Board of Revenue, Class II.
81. Deputy Section Officer, Bureau of Laboratories, Directorate of Central Health Establishments and Stores.
82. Medical Officer, Central Health Clinic, Health Division, Class I.
83. Professor of Pathology, Postgradute Medical Centre, Class I.
84. Professor of Pharmacology, Postgraduate Medical Centre, Class I.
85. Professor of Anatomy, Postgraduate Medical Centre.
86. Assistant Professor of Pharmacology, Postgraduate Medical Centre.
87. Assistant Professor of Microbiology, Postgraduate Medical Centre.
88. Registrar, Income Tax Appellate Tribunal, Law Division, Class I.
89. Health Physicist, Department of Plant Protection, Class II.

ANNEXURE TO APPENDIX 'D'

II. *List of Recruitment cases where no candidate could be recommended*

1. Assistant Essential Personnel Officer, Health Division, Class II.
2. Statistician, Bureau of Tourism, Class II, Ministry of Commerce.
3. Assistant Inspector of Explosives, Regional Explosives Office, Dacca.
4. Assistant Adviser in Civil Engineering in the Office of the Chief Engineering Adviser, Ministry of Fuel Power and Natural Resources.
5. Assistant Depot Manager, Government Medical Stores Depot Chittagong, Class II.
6. Port Health Officer, Gwadur, Class I, Health Division.
7. Three Senior Engineers, Class I, Plant Protection.
8. Official Reporter (English), National Assembly, Class II.
9. Ichthyologist, Marine Biological Research Laboratories, Zoological Survey Department.
10. Assistant Chemist, Government Imports and Inspection (M.S.) Depot, Directorate of Central Health Establishments and Stores, Class II.
11. Clinician Leader, Health Division, Class I.
12. Biochemist Senior, Health Division, Class I.
13. Senior Research Officer, Wood Pathology Section, Forest Research Laboratory.
14. Assistant Director (Special Branch), Home Affairs Division Class I.
15. Editor of Debates, National Assembly of Pakistan, Class II.
16. Assistant Electrical Engineer, Department of Archaeology Class I.
17. Deputy Director, Central Drugs Laboratory, Karachi, Class I
18. Assistant Aerial Pest Control Officer, Plant Protection, Class I
19. Senior Medical Officer, Health Division, Class I.
20. Assistant Professor (Sociology), National Research Institute Family Planning, Health Division, Class I.
21. Marine Superintendent, C.B.R., Ministry of Finance.
22. Assistant Director, Navigation Directorate, Dacca (Communications Division).
23. Radio Entomologist, Plant Protection.
24. Officer-in-Charge, B.C.G. Production Laboratory, Class I.
25. Assistant Professor of Physiology, P.G.M.C.
26. Electronic Mechanic, Plant Protection.

ANNEXURE TO APPENDIX 'D'

III. *List of recruitment cases where no application was received in response to Commission's advertisement.*

1. Experimental Officer, Intelligence Bureau, Class II.
2. Architect, Historical Monuments, Department of Archaeology.
3. Medical Officer, Family Planning, Health Division, Class II.
4. Assistant Archaeological Engineer, Class I. East Pakistan Circle of Archaeology.
5. Deputy Director. Navigation Directorate, Class I.
6. Assistant Professor of Microbiology, Postgraduate Medical Centre.

ANNEXURE TO APPENDIX 'D'

IV. List of Recruitment cases withdrawn by Government after advertisement but before interviews were held.

1. Research Officer, Bureau of National Reconstruction, Class II.
2. Deputy Port Health Officer, Health Division, Class I.
3. [illegible] Plant Protection.

[illegible] and Hydrau[illegible]

7. Seven Public Relations Officers, Bureau of Tourism.
8. Sixteen Tourist Information Assistants, Bureau of Tourism.
9. Systematic Mycologist, Deptt. of Plant Protection, Class I.
10. Two Reference Officers, Radio Pakistan, Class II.
11. Manager, Animal Farm, National Health Laboratories, Class I.
12. Film Producer, Department of Films & Publications, Class I.
13. Radiologist, Cancer Research Institute, Health Division Class I.
14. E.N.T. Specialist, Central Government Hospital, Rawalpindi, Health Division, Class I.
15. Deputy Chief, Housing & Settlements Section, Planning Commission, Class I.
16. Advisory Pharmacist-*cum*-Chemist, Health Division, Class I.
17. Assistant Superintendent, General, J.C.H., Health Division, Class II.
18. Surgical Specialist, P. W. Rly., Railway Board, Class I.
19. Scenerist, Films & Publications, Class II.
20. Assistant Cypher Officer, Department of Cyphers, Ministry of Defence, Class II.
21. Statistician, Directorate of Nutrition and Research, Health Division, Class II.
22. Mechanical Engineer, Food Division, Class I.
23. Assistant Laboratory Superintendent, Films and Publications.
24. Assistant Chemical Examiner, Custom House Laboratory, Class I.
25. Professor in Engineering & Surveying, Pakistan Forest Institute.
26. Five Examiners of Patents, Ministry of Industries.

APPENDIX 'E'

(Para 66)

Position of Recruitment Cases of 1961 *carried over to* 1963

Ministry/Division	Requisition Pending	No. of posts	Applicants	Selected for Interview	Actually Interviewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
Presidents' Secretariat	2	7					

Clinician, Health Division, Class I.

37. Divisional Officer (Minor Forest Products) Forest Research Laboratory, Agriculture Division, Class I.

38. Senior Research Officer, Timber Physics Section, Forest Research Laboratory, Class I.

39. Senior Research Officer, Veneer Section, Forest Research Laboratory.

40. Executive Officer, Imports and Exports Central Organisation, Ministry of Commerce, Class II.

41. Lecturer, Accountancy, Railway Accounts Academy, Railway Wing, Class I.

42. Lecturer, Transport Economics, Railway Accounts Academy, Railway Wing, Class I.

43. Librarian, Central Secretariat, Library, Directorate of Archives and Libraries, Class II.

44. Additional Librarian, Liaquat National Library, Class II.

45. Deputy Assistant Director General Health (Biostatistics), Health Division, Class I.

46. Deputy Assistant Director General Health, Industrial Health, Health Division, Class I.

47. Deputy Assistant Director General Health (M.C.H.), Health Division, Class I.

48. Bibliographer, Liaquat National Library, Directorate of Archives & Libraries, Class II.

49. Statistical Officer, Home Affairs Division, Class II.

50 Senior Psychologist, Central Public Service Commission, Class I.

51. Junior Microfilming and Photostating Officer, Directorate of Archives and Libraries, Class II.

52. Three Vice Principals, Technical Training Centres, Labour and Social Welfare Division, Class II.

53. Three Principals, Technical Training Centres, Labour and Social Welfare Division, Class I.

54. Educational Consultant, Central Public Service Commission, Class I.

55. Seven Investigators. Trade Promotion & Commercial Intelligence.

56. Wool Grading Inspector, Department of Marketing Intelligence and Agriculture Statistics, Class II.

57. Librarian, Planning Commission, Class II.

58. Engineering and Ship Surveyor, Mercantile Marine Department, Class I.

59. Microfilming and Photostating Officer, Directorate of Archives and Libraries.

60. Staff Welfare Officer, Establishment Division, Class II.

61. Resident Economist, Finance Service Academy, Ministry of Finance, Class I.

62. Three Technical Assistants (Statistics), Central Bureau of Education.

63. Superintendent of Publications, Department of Archaeology, Class I.

64. Four Assistant Directors (Tourism) Department of Tourism, Class I.

65. Three Cameramen, Deptt. of Films and Publication, Class II.

66. Fifteen Assistant Meteorologists, Pakistan Meteorological Department, Class II.

67. Two Investigators, Health Division, Class II.

68. Six Technical Assistants, Education Division, Class II.

69. Statistical Investigator, Establishment Division, Class II.

70. Forest Chemist. Pakistan Forest Institute.

71. Three Assistant Producers (Films), Films and Publication Department.

72. Investigator in the Census Organisation (Home Affairs Division), Class II (Non-gazetted).

73. Research Officer, Tariff Commission, Class II.

74. Copy writer, Information and Broadcasting Division.

75. Three Junior Architects, Public works Department.

76 Statistician, Secretariat of Food and Agriculture Council, Class I.

77. Two Tourist Officers, Department of Tourism, Class I.

78. Manager, Pak Jam-Huriat Weekly, Dacca.
79. Planning Officer, Kashmir Affairs Division, Class I.
80. Statistical Investigator, Central Board of Revenue, Class II.
81. Deputy Section Officer, Bureau of Laboratories, Directorate of Central Health Establishments and Stores.
82. Medical Officer, Central Health Clinic, Health Division, Class I.
83. Professor of Pathology, Postgradute Medical Centre, Class I.
84. Professor of Pharmacology, Postgraduate Medical Centre, Class I.
85. Professor of Anatomy, Postgraduate Medical Centre.
86. Assistant Professor of Pharmacology, Postgraduate Medical Centre.
87. Assistant Professor of Microbiology, Postgraduate Medical Centre.
88. Registrar, Income Tax Appellate Tribunal, Law Division, Class I.
89. Health Physicist, Department of Plant Protection, Class II.

ANNEXURE TO APPENDIX 'D'

II. *List of Recruitment cases where no candidate could be recommended.*

1. Assistant Essential Personnel Officer, Health Division, Class II.
2. Statistician, Bureau of Tourism, Class II, Ministry of Commerce.
3. Assistant Inspector of Explosives, Regional Explosives Office, Dacca.
4. Assistant Adviser in Civil Engineering in the Office of the Chief Engineering Adviser, Ministry of Fuel Power and Natural Resources.
5. Assistant Depot Manager, Government Medical Stores Depot Chittagong, Class II.
6. Port Health Officer, Gwadur, Class I, Health Division.
7. Three Senior Engineers, Class I, Plant Protection.
8. Official Reporter (English), National Assembly, Class II.
9. Ichthyologist, Marine Biological Research Laboratories, Zoological Survey Department.
10. Assistant Chemist, Government Imports and Inspection (M.S.) Depot, Directorate of Central Health Establishments and Stores, Class II.
11. Clinician Leader, Health Division, Class I.
12. Biochemist Senior, Health Division, Class I.
13. Senior Research Officer, Wood Pathology Section, Forest Research Laboratory.
14. Assistant Director (Special Branch), Home Affairs Division, Class I.
15. Editor of Debates, National Assembly of Pakistan, Class II.
16. Assistant Electrical Engineer, Department of Archaeology, Class I.
17. Deputy Director, Central Drugs Laboratory, Karachi, Class II.
18. Assistant Aerial Pest Control Officer, Plant Protection, Class II.
19. Senior Medical Officer, Health Division, Class I.
20. Assistant Professor (Sociology), National Research Institute of Family Planning, Health Division, Class I.
21. Marine Superintendent, C.B.R., Ministry of Finance.
22. Assistant Director, Navigation Directorate, Dacca (Communications Division).
23. Radio Entomologist, Plant Protection.
24. Officer-in-Charge, B.C.G. Production Laboratory, Class I.
25. Assistant Professor of Physiology, P.G.M.C.
26. Electronic Mechanic, Plant Protection.

ANNEXURE TO APPENDIX 'D'

III. *List of recruitment cases where no application was received in response to Commission's advertisement.*

1. Experimental Officer, Intelligence Bureau, Class II.
2. Architect, Historical Monuments, Department of Archaeology.
3. Medical Officer, Family Planning, Health Division, Class II.
4. Assistant Archaeological Engineer, Class I. East Pakistan Circle of Archaeology.
5. Deputy Director, Navigation Directorate, Class I.
6. Assistant Professor of Microbiology, Postgraduate Medical Centre.

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ANNEXURE TO APPENDIX 'D'

IV. List of Recruitment cases withdrawn by Government after advertisement but before interviews were held.

1. Research Officer, Bureau of National Reconstruction, Class II.
2. Deputy Port Health Officer, Health Division, Class I.
3. Two Assistant Chemists, Plant Protection.
4. Two Assistant Directors, Central Soil Mechanics and Hydraulics Laboratory.
5. Assistant Research Officer (Brucellosis), Office of the Animal Husbandry Commissioner, Peshawar.
6. Assistant Director, Pakistan Magazine, Department of Films and Publications, Class I.

APPENDIX 'E'

(Para 66)

Position of Recruitment Cases of 1961 *carried over to* 1963

Ministry/Division	Requisition Pending	No. of posts	Applicants	Selected for Inter-view	Actually Inter-viewed	Recommended for appointment	Remarks
1	2	3	4	5	6	7	8
Presidents' Secretariat	2	7					
Economic Affairs Division ..	1	6					
Central Statistical Office:— Statistical/Research Officer	1	6	22	18	(@)		
Planning Division	1	1					
Chief for Education Section	1	1	8	6	*4	*1	
Ministry of Food and Agriculture	6	37					
Agriculture Division ..	5	16					
Statistical Assistant ..	1	6	10	4	3+1*	*4	
Agricultural Economics and Statistics :—							
Assistant Director (Statistics)	1	1	19	19	*(*j*)		
Research Investigator ..	1	7	40	28	(*l*)		
Co-operation and Marketing Department :—							
Senior Marketing Officer (Hides and Skins) ..	1	1	10	9	3+5*	*1	
Central Fisheries Department:—							
Hydrologist	1	1	4	4	2+1*	*1	
Ministry of Rehabilitation & Works	1	21					
Works Division	1	21					
Pakistan Public Works Department :—							
Assistant Architect ..	1	21	24	21	*20	(!)	
Ministry of Commerce	1	21					
Department of Imports and Exports :—							
Assistant Controller/Assistant Director	1	21	326	221	187	*21	

1	2	3	4	5	6	7	8
Ministry of Defence	1	2					
Civil Aviation Directorate :–							
Assistant Engineer ..	1	2	3	2	*2	*2	
Ministry of Education, Information & Broadcasting	4	23					
Education Division	..	..					
Information and Broadcasting Division	4	23					
Department of Films & Publication :–							
Production Manager ..	1	3	17	12	*9	*3	
Radio Pakistan :–							
News Editor	1	2	18	7	7	1+*1	
Regional Engineers ..	1	6	42	39	(*a*)		
Assistant Regional Directors	1	12	68	*46	(*l*)		
Ministry of Health, Labour & Social Welfare	5	33					
Health Division	2	2					
Resident Physician (T.B.) ..	1	1	9	8	4	*1	
Nursing Adviser	1	1	4	3	3	*1	
Labour & Social Welfare Division	3	31					
Medical Social Organisers ..	1	10	35	28	15	*10	
Social Welfare Organiser ..	1	17	87	68	37	17	
Economic Investigator ..	1	4	10	*7	*3	*2	
Ministry of External Affairs ..	1	1					
Chinese Translator ..	1	1	2	*2	*2	*1	
Ministry of Industries and Natural Resources	9	13					
Industries Division	8	12					
Principal Survey officer ..	1	1	15	5	*(*j*)		
Deputy Principal Survey Officer	1	3	23	11	*(*j*)		
Survey Officer	1	1	..	..	*(*j*)		
Survey Officer	1	2	8	3	*(*j*)		
Statistical Officer	1	1	3	3	*(*j*)		
O.S.D. (Swedish Pakistan Institute of Technology) ..	1	1	11	6	*(*j*)		

1	2	3	4	5	6	7	8
Department of Printing and Stationery :-							
Overseers	1	2	12	9	*9	*2	
Department of Supply and Development :-							
Assistant Director ..	1	1	16	10	5+4*	*1	
Natural Resources Division ..	1	1					
Economist	1	1	7	7	*(*j*)		
Ministry of Finance	1	5					
Economic Investigators ..	1	5	31	14	7	*4	

ANNEXURES TO APPENDIX 'E'

I. *Position of cases of 1961 which were carried over to 1963, where the candidates were recommended.*

1. Ten Medical Social Organisers, Social Welfare Project.
2. Seventeen Social Welfare Organisers, Social Welfare Project, Labour and Social Welfare Division, Class II.
3. Hydrologist, Marine Research Institute, Central Fisheries Department.
4. Chinese Translator, Ministry of External Affairs, Class II.
5. Three Production Managers, Department of Films and Publications.
6. Five Economic Investigators, Ministry of Finance, Class II.
7. Six Statistical Assistants, Agriculture Division.
8. Senior Marketing Officer (Hides and Skins). Co-operation and Marketing Department.
9. Resident Physician (Tuberculosis), Jinnah Central Hospital and Superintendent, Central T.B. Sanatorium, Karachi.
10. Two Overseers, Government of Pakikstan Press, Department of Stationery and Printing, Class II.
11. Two News Editors, Radio Pakistan.
12. Twentyone Assistant Architects, Pakistan Public Works Department, Class II.
13. Assistant Director, Department of Supply and Development.
14. Four Economic Investigators, Labour and Social Welfare Division.
15. Two Assistant Engineers, Directorate of Civil Aviation, Class II
16. Twentyone Assistant Controllers of Imports and Exports|Assistant Directors, Survey and Audit Unit, Imports and Exports Organisation, Ministry of Commerce.
17. Chief for Education Section, Planning Commission, Class I.
18. Nursing Adviser, Health Division, Class I.

ANNEXURES TO APPENDIX 'E'

II. *List of Recruitment cases withdrawn by Government after advertisement but before interviews were held.*

1. Principal Survey Officer, Industrial Survey Organisation, Ministry of Industries, Class I.
2. Three Deputy Principal Survey Officers, Industrial Survey Organisation, Ministry of Industries, Class I.
3. Survey Officer, Class I, Industrial Survey Organisation, Ministry of Industries.
4. Two Survey Officers, Industrial Survey Organisation, Ministry of Industries, Class II.
5. Statistical Officer, Industrial Survey Organisation, Ministry of Industries, Class II.
6. Officer on Special Duty, Swedish Pakistani Institute of Technology, Ministry of Industries, Class I.

ANNEXURES TO APPENDIX 'E'

III. *List of Recruitment cases withdrawn by Government after interviews have been held at some centres.*

1. Assistant Director (Statistics), Department of Agricultural Economics and Statistics, Class II.

2. Economist, Ministry of Fuel, Power and Natural Resources, Class I.

APPENDIX 'F'

(Para 66)

Position of Recruitment Cases of 1960 Carried Over to 1963

Ministry/Division	Requisition Pending	Number of Posts	Applicants	Selected for Interview	Actually Interviewed	Recommended for Appointment	Remark
1	2	3	4	5	6	7	8
Ministry of Education and Information	1	41					
Information and Broadcasting Division	1	41					
Radio Pakistan :—							
Programme Organisers ..	1	41	208	185	137	*41	
Ministry of Industries and Natural Resources	1	2					
Industries Division	1	2					
Assistant Managers, Government of Pakistan Press ..	1	2	4	2	2	*(*j*)	

ANNEXURES TO APPENDIX 'F'

I. *Cases of* 1960, *carried over to* 1963, *where candidates were recommended.*

1. Programme Organisers, Radio Pakistan.

ANNEXURES TO APPENDIX 'F'

II. *List of Recruitment cases withdrawn by Government after interviews have been held.*

1. Assistant Managers, Government of Pakistan Presses, Class II.

APPENDIX 'G'

(*Para* 68)

CASES WHERE CANDIDATES WERE RECOMMENDED FROM THE RESERVE LIST IN 1963.

1. Assistant Divisional Engineers, Telegraphs.
2. Programme Organisers, Radio Pakistan.
3. Chief Editor, Pak. Jamhurait weekly.
4. Deputy Director, Procurement and Distribution.
5. Medical Social Organisers, Social Welfare Project.
6. Two Senior Aerodrome Officers, Civil Aviation Department.
7. Resident Physician (T.B.), J. C. Hospital.
8. News Editor, Radio Pakistan.
9. Editor (English) Pak. Jamhuriat, Weekly, Lahore.
10. Survey Officer, Scheme on Farm Management Research in Pakistan.
11. Assistant Chief, Health Section, Planning Commission.
12. Research Investigator, Scheme on Farm Management Research in Pakistan.
13. Draughtsman, Investment Promotion Bureau.
14. Specialist (Statistics), Central Bureau of Education.
15. Assistant Communication Officers, Civil Aviation Department.
16. Assistant Communication Engineers, Civil Aviation Department.
17. Assistant Research Officer, Nutrition Research Laboratory.
18. Assistant Educational Adviser, Ministry of Education.
19. Statistical Officer, Establishment Division, Class I
20. Assistant News Editor, Radio Pakistan, Class II.
21. Engineer Instructor in the Mercantile Marine Acedamy Chittagong.
22. Assistant Economic Adviser, Economic Affairs Division.
23. Medical Officers, Central Medical Service, Class II.
24. Assistant Chief, Fiscal and Monetary Section, Planning Commission, Class I.
25. Research Officer, Health Division, Planning Commission.
26. Sixteen trainee Officers, Aerodrome, Civil Aviation.
27. Chinese Translator, President's Sectt., Cabinet Division.
28. Educational Adviser, Ministry of Education.

APPENDIX 'H'

(*Para.* 74)

CASES WHERE HIGHER START RECOMMENDED IN 1963.

1. Statistical Assistant, Silviculturist, Pakistan Forest Institute.
2. Research Officers, Project Division.
3. Resident Economist, Finance Service Academy.
4. Deputy Agricultural Development Commissioner, (Agriculture Wing).
5. Research Officer (T. B.) Pakistan Animal Husbandry Research Institute.
6. Assistant Research Officer, Nutrition, Nutrition Research Laboratory.
7. Examiner of Patents, Ministry of Industries, Class II.
8. Senior Research Officer, Veneer Section, Forest Research Laboratory, Class I.
9. Lecturer in Accountancy for Railway Accounts, Academy, Railway Wing, Class I.
10. Lecturer, Transport Economics, Railway Accounts Academy, Railway Wing, Class I.
11. Junior Microfilming and Photostating Officer, Class I.
12. Librarian, Class II, Planning Commission.
13. Engineer and Ship Surveyor, Mercantile Marine Academy, Chittagong.
14. Deputy Port Hajj Officer (Class II), Communication Division.
15. Editor, Geological Survey of Pakistan.
16. Assistant Directors (Assistant Geologists), Class II. Geological Survey of Pakistan.
17. Assistant Chemists, Class II, Geological Survey of Pakistan.
18. Assistant Drilling Engineers, Class II, Geological Survey of Pakistan.
19. Officer-in-Charge, Drawing Geological Survey of Pakistan.
20. Head Surveyors, Class II, Geological Survey of Pakistan.
21. Stores Officer, Class II, Geological Survey of Pakistan.
22. Workshop Superintendents, Class II, Geological Survey of Pakistan.
23. Transport Officer, Class II, Geological Survey of Pakistan.
24. Assistant Photogrammetist, Class II, Geological Survey of Pakistan.

APPENDIX 'I'

(*Para* 78)

CASES WHERE RECRUITMENT WAS CANCELLED AND REFUND WAS MADE|IS TO BE MADE.

1. Deputy Custodian, Evacuee Property, Rehabilitation and Works Division, Class I.
2. Two Research Officers (Women), Bureau of National Reconstruction, Class II.
3. Secretary, Minimum Wages Council, Labour and Social Welfare Division, Class II.
4. Investigator, Tariff Commission, Class II.
5. Research Officer, Bureau of National Reconstruction, Class II.
6. Two Assistant Chemists, Plant Protection.
7. Two Assistant Directors, Central Soil Mechanics and Hydraulics Laboratory.
8. Assistant Research Officer (Brucellosis), Office of the Animal Husbandry Commissioner, Peshawar.
9. Principal Survey Officer, Industrial Survey Organisation, Ministry of Industries, Class I.
10. Three Deputy Principal Survey Officers, Industrial Survey Organisation, Ministry of Industries, Class I.
11. Survey Officer, Class I, Industrial Survey Organisation, Ministry of Industries.
12. Two Survey Officers, Industrial Survey Organisation, Ministry of Industries, Cllass II.
13. Statistical Officer, Industrial Survey Organisation, Ministry of Industries, Class II.
14. Officer on Special Duty, Swedish Pakistani Institute, of Technology, Ministry of Industries, Class I.
15. Assistant Director (Statistics), Department of Agricultural Economics and Statistics, Class II.
16. Economist, Ministry of Fuel, Power and Natural Resources, Class I.
17. Assistant Managers, Government of Pakistan Presses, Class II.

APPENDIX 'J'

(*Para* 78)

LIST OF CASES WHERE COMMISSION WERE CONSULTED FOR FIXING THE INTER-SE SENIORITY OF CANDIDATES RECOMMENDED FROM TIME TO TIME.

1. Research Investigators, Agriculture Division.
2. Senior Inspectors of Aircraft, Civil Aviation.
3. Superintendents of Homes (Women), for the Destitutes and Under-privileged women.
4. Assistant Educational Adviser, Ministry of Education.
5. Inter-se Seniority of Press Attaches.
6. Inter-se Seniority of Commission's nominees recommended for various posts in the Central Fisheries.

APPENDIX 'L'

(*Para* 84)

LIST OF IRREGULARITIES COMMITTED BY MINISTRIES|DIVISIONS OF THE GOVERNMENT OF PAKISTAN IN THE SUBMISSION OF MONTHLY RETURNS RELATING TO APPOINTMENTS AND PROMOTIONS TO THE COMMISSION.

1. The Ministry of Defence submitted the monthly return for October 1962 on 13-3-63 in respect of the Meteorological Section.

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2. The Agriculture Division submitted a consolidated return for the period from October to December, 1962 on 5th March 1963.

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3. The Agriculture Division submitted a consolidated return in respect of the Agricultural Census Organisation for the period from June to December 1962 on 10th April 1963.

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4. The Food Division did not submit the return for the period from September to December, 1962.

---

5. The Geological Survey of Pakistan submitted a consolidated return for the year 1962 on 2nd April 1963.

---

6. The Ministry of Commerce submitted the return in respect of the Ministry proper and its attached and subordinate offices for the period from January to June, 1963 on 8th August 1963, for July 1963 on 4th November 1963, and thereafter did not submit return for the period August to December 1963.

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7. The Pakistan Telegraph and Telephone Department did not submit any return during the year under report.

---

8. The Ministry of Defence submitted consolidated returns for June, July and August 1963 for Class II and III posts in the Civil Aviation Section on 21st September 1963 and for July to October 1963 for Class I posts on 25th November 1963.

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9. The Ministry of Defence did not submit monthly return for the period from April to December 1963 in respect of the Meteorological Department.

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10. The Food Division did not submit any monthly return during the year under report.

---

11. The Agriculture Division did not submit monthly return for the period from August to December 1963.

---

12. The Ministry of External Affairs submitted a consolidated return for the period from July to September, 1963, on 12th November, 1963.

13. The Pakistan Post Office did not submit any monthly return during the year under report.

14. The Industries Division did not submit the return in respect of the Industries Division and its attached and subordinate offices for the whole of the year of 1963, except the Central Testing Laboratories, Tejgaon for which only one consolidated return was received on 5th June 1963 for the period from January to June, 1963.

15. The Information and Broadcasting Division submitted consolidated return for the period from February to July, 1963, on 1st August, 1963.

16. The Rehabilitation and Works Division did not submit monthly return in respect of the F.P.W.D. for the period from April to December, 1963.

17. The Rehabilitation and Works Division did not sumbit monthly return in respect of the Settlement Organization for Class I posts for the period from June to December 1963 and for Class II and III posts for the period from January to December, 1963.

18. The Kashmir Affairs Division submitted a consolidated return for the period from January to November, 1963 on the 18th December, 1963.

19. The Geological Survey of Pakistan submitted a consolidated return for the period from January to June, 1963, on 17th August 1963 and for the period from July to September, 1963, on 15th October, 1963.

20. The Planning Division did not submit any return during the year under report.

21. The Economic Affairs Division did not submit the return for the whole of the year of 1963.

22. The Ministry of Finance, Rawalpindi, did not submit any return during the year under report.

23. The Department of Central Labour Commissioner did not submit the return for the period from April to December, 1963.

24. The Press Information Department of the Information and Broadcasting Division did not submit the return for the period from May to December, 1963.

Radio Pakistan did not submit the return for the whole of the year 1963.

The Information and Broadcasting Division submitted a consolidated return in respect of the Department of Films and Publications for the period from January to July, 1963 on 2nd September, 1963.

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25. The President's Secretariat (Public) submitted for the first time a consolidated return for the period from June, 1958 to August, 1963 on 29th August, 1963.

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26. The Health Division submitted a consolidated return in respect of the Division proper for the period from January to August, 1963 on 18th October, 1963.

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27. The Ministry of Defence (Finance) submitted consolidated return for the period from January to March, 1963 on 20th April, 1963 and for the period from May to August 1963 on 6th September, 1963.

APPENDIX 'M'

(*Para* 34)

LIST OF IRREGULARITIES COMMITTED BY THE MINISTRIES/ DIVISIONS OF THE GOVERNMENT OF PAKISTAN IN THE SUBMISSION OF MONTHLY RETURNS RELATING TO DISCIPLINARY AND OTHER CASES REGARDING QUALIFICATIONS, RECRUITMENT RULES, METHODS OF RECRUITMENT, COMPULSORY RETIREMENT, ETC., TO THE COMMISSION.

The Ministry of Communications submitted a consolidated return in respect of the Railway Wing for the period from April to July, 1963, on 23rd August, 1963.

The Ministry of Commerce submitted a consolidated return in respect of the Ministry proper and its attached and subordinate offices, except the Import and Export Organisation, and Trade Marks Registry, for the period from January to June, 1963 on 8th August, 1963. The return in respect of the Import and Export Organisation and Trade Marks Registry for the period from January to August 1963 was submitted on 10th September, 1963.

The Ministry of Defence submitted a consolidated return for Class I posts in the Civil Aviation Department for the period from July to October, 1963 on 25th November, 1963.

The Industries Division did not submit any return during the years 1960, 1961, 1962 and 1963 inspite of repeated reminders.

The Kashmir Affairs Division submitted a consolidated return for the period from January to November, 1963 on the 18th December, 1963.

The Natural Resources Division did not submit the return for the period from May to December, 1963.

The Planning Division did not submit any return during the year under report.

The Economic Affairs Division submitted a consolidated return for the months of January, February and March, 1963, on 4th April, 1963, and thereafter did not submit any return for the remaining months of the year 1963.

The Department of the Central Labour Commissioner did not submit the return for the period from April to December, 1963.

The Press Information Department did not submit the return for Class II and III posts for the period from April to December, 1963 and for Class I posts for the period from May to December, 1963.

Radio Pakistan did not submit the return for the period from March to December, 1963.

The Department of Films and Publications did not submit the return for the period from June to December, 1963.

The Ministry of Defence (Finance) submitted consolidated returns for the period from August, 1962 to March, 1963 on 20th April, 1963, for the period from May to August, 1963 on 6th September, 1963 and for the period September and October, 1963 on 14th November, 1963.

APPENDIX 'N'

(STATISTICAL TABLES)

TABLE I

Order of preferences show for each service by Central Superior Srevices Candidates during the years 1961 and 1962

Name of Service		1 61											
		Order of preference for a service											
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
C.S.P.	(i) No. of preferences.	604	129	10	..	1	1	..	..	..	..	..	..
	(ii) Percentage of Total Appeared.	78.3	16.7	1.3	..	0.1	0.1	..	..	..	..	..	..
P.F.S.	(i)	118	398	64	12	5	8	3	5	4	..	3	2
	(ii)	15.3	51.6	8.3	1.6	0.6	1.0	0.4	0.6	0.5	..	0.4	0.3

Name of Service		1962											
		Order of preference for a service											
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
C.S.P.	(i) No. of preferences.	681	132	9	2	2	..	..	..	2	..	..	..
	(ii) Percentage of Total Appeared.	79.7	15.5	1.1	0.2	0.2	..	..	..	0.2	..	..	..
P.F.S.	(i)	121	404	88	11	11	6	4	3	2	4	2	3
	(ii)	14.2	47.3	10.3	1.3	1.3	0.7	0.5	0.4	0.2	0.5	0.2	0.4

TABLE X

ANNEXURE TO TABLES X AND XI

1. FINANCE SERVICES PROBATIONERS (FINAL PASSING OUT) EXAMINATION, 1963.

Centre	Date of Interviews	No. of candidates called	No. of candidates present
Lahore	11-11-1963	9	9
,, ...	12-11-1963	8	8
,, ...	13-11-1963	6	4
,, ...	14-11-1963	7	6
,, ...	15-11-1963	6	6
,, ...	16-11-1963	7	7
Total ..		43	40

PERSONNEL OF THE INTERVIEW BOARD

1. Mr. K. A. Huque, Chairman, C.P.S.C.
2. Mr. A. F. M. Abdul Haq, Member, C.P.S.C.
3. Mr. Mohammad Akram, Member, C.P.S.C.
4. Mr. Ata Mohd. Noon, Member, C.P.S.C.
5. Mr. A. H. M. Shams-ud-Doha, Member, C.P.S.C.

DEPARTMENTAL REPRESENTATIVE

6. Mr. M. M. Siddiqi, Director, Finance Services Academy, Ministry of Finance, Government of Pakistan, Lahore.

2. FINANCE SERVICES PROBATIONERS RE-EXAMINATIONS, 1963.

Centre	Date of interviews	No. of candidates called	No. of candidates present
Lahore ..	28-6-1963	4	4
" ..	29-6-1963	4	4
Total ..		8	8

PERSONNEL OF THE INTERVIEW BOARD

1. Mr. K. A. Huque, Chairman, C.P.S.C.
2. Mr. A. F. M. Abdul Haq, Member, C.P.S.C.
3. Mr. Mohammad Akram, Member, C.P.S.C.
4. Mr. Ata Mohammad Noon, Member, C.P.S.C.

DEPARTMENTAL REPRESENTATIVE

5. Mr. M. M. Siddiqi, Director, Finance Services Academy, Ministry of Finance, Government of Pakistan, Lahore.

TABLE XII

Proficiency Tests administered to Ministerial Services Staff during the year 1963.

Test held for	Place	No. of Tests held	Applied			Appeared			Successful			Remarks
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
Stenographers ..	Karachi ..	3	31	..	31	16	..	16	6	..	6	Result of Test held in Nov., to be announced.
	Rawalpindi ..	3	169	..	169	94	..	94	11	..	11	Do.
	Peshawar ..	2	31	..	31	11	..	11	..	..	..	Do.
	Lahore, Dacca, Abroad ..	No Test was conducted.										
	Total ..	8	231	..	231	121	..	121	17	..	17	
Stenotypists ..	Karachi ..	3	67	..	67	38	..	38	..	..	..	Result of Test held in Nov., to be announced.
	Rawalpindi ..	3	273	..	273	166	..	166	11	..	11	Do.
	Peshawar ..	2	99	..	99	76	..	67	1	..	1	Do.
	Lahore ..	1	1	..	1	1	..	1	..	..	..	Do.
	Dacca, Abroad ..	No Test was conducted.										
	Total ..	9	440	..	440	272	..	272	12	..	12	
Typists ..	Karachi ..	3	88	..	88	53	..	53	6	..	6	Result not yet declared for Nov., Test.
	Rawalpindi ..	3	274	..	274	163	..	163	33	..	33	Do.
	Peshawar ..	2	67	..	67	47	..	47	4	..	4	Do.
	Lahore ..	1	3	..	3	3	..	3	..	..		
	Dacca, Abroad ..	No Test was conducted.										
	Total ..	9	432	..	432	266	..	266	43	..	43	

NOTE.—No Female candidate took the above Proficiency Tests.

Mymensingh :—

Osmani and Co., Station Road.

Khulna :—

Abdul Qadir & Brothers, Old Jessore Road.

Saheb Bazar :—

Friends Stores P O. Ghoramara, Distt. Rajshahi.

Sardah :—

Master Library, P. O. Sardah Distt Rajshahi

Kushtia :—

The News Agency.

Patuakhali :—

The Alamgir Library and Sitara News Agency, P. O. Patuakhali, Distt. Bakergonj.

Chuadanga :—

Naya Jamana Library, P. O. Chuadanga, Distt. Kushtia.

WEST PAKISTAN :—

Lahore :—

Ahsanul Haq Qureshi & Sons, Katchery Road.
All Pakistan Legal Decisions, 35, Nabha Road.
Book Centre, 49, The Mall.
Mansoor Book House, 2, Katchery Road.
Mirza Book Agency, 9-A, Shah Alam Market.
Nawa-i-Waqt Publications Ltd.
Premier Book House, 4/5, Katchery Road.
Technical & Commercial Book Co., Chowk Daigaran
The Publishers United Ltd., 176, Anarkali.
The Punjab Religious Book Society, Anarkali.

Rawalpindi :—

The London Book Company.
The New Book Depot, Urdu Bazar.
Victory Book Stores, Edwardes Road.

Hyderabad :—

Educational Book Depot, School Road.
The New Allies Stores, Jail Road, Near Tower

Multan City :—

The Multan Chamber of Commerce.
Raja Traders, Delhi Gate.

Quetta:—

Aligarh Book Stall, Mission Road.

Lyallpur :—

Danishmand & Co., Karkhana Bazar.
International Agency, Gujar Basti.
Jilani Sons, Katchery Bazar.

Sialkot City :—

Malik & Sons, Railway Road.

Sukkur :—

The Ajaib Stores, Frere Road.
N. M. Qureshi & Co., Shahi Bazar.

Larkana :—

Mujahid Stationery Mart and Book Sellers, Bunder Road.

II.—FOREIGN

All Pakistan Missions Abroad.